

FAMECCANICA50
1975-2025**YEARS**



Angelini
Technologies

Part of Angelini Industries

Innovation
inspired
by life

_ 2024

Sustainability
Report _

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— 2024
Sustainability
Report —

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LETTER TO THE STAKEHOLDERS

It is with great pride that I write my first letter as CEO of Angelini Technologies - Fameccanica.

Joining the Fameccanica community in the year we celebrate 50 years of operations is both an honor and a responsibility - one that I embrace with enthusiasm. I have found a company that is not only strong, innovative and united, but also remarkably agile in navigating today's rapid transformations, responding swiftly and creatively to the increasingly complex challenges shaping our industry. Fameccanica has become synonymous with innovation, quality, and reliability, thanks to the talent and dedication of the people who contribute to our journey every day, as well as the continued support of the Angelini Industries Group, with which we share a deep unity of purpose and vision for growth.

I am pleased to present Fameccanica's fifth Sustainability Report, an important milestone that reflects our increasingly deep and successful integration with the policies of the Angelini Industries Group, accelerating synergies and enhancing the alignment of goals and best practices.

In 2024, we achieved significant growth, with revenues reaching 244.7 million euros, an increase of 7.1% compared to 2023. Driven by our commitment to innovation and global growth, exports now represent 92% of our total sales. EBITDA reached 27.5 million euros in 2024, marking a 30% increase compared to the previous year, reaffirming the strength of our strategy and our ability to adapt and innovate.

Sustainability has always been a guiding principle of Fameccanica's activities, enabling it to anticipate emerging needs and implement initiatives that truly enhance the well-being of people, communities and the environment. At the heart of everything we do are our core values, the pillars that underpin every action we take: Ethics and Responsibility, Innovation, Performance and Engagement.

In 2024, we strengthened our organizational structure dedicated to managing sustainability transition policies, enhancing the contribution of every area across the company. We also launched new initiatives to foster a stronger sustainability culture, targeted both at our Leadership Teams and extended to all workers.



Luigi De Vito
CEO - Angelini Technologies and Fameccanica

Ethics and Responsibility, Innovation, Performance and Engagement are the pillars that underpin every action we take.

In close coordination with the Angelini Industries Group, Fameccanica has adopted the Group's first ESG Plan for 2024-2026, aligning strategic planning efforts to accelerate the organization's transition toward a more sustainable model. Good governance and innovation serve as key enablers of the ESG Plan, which is built around four strategic pillars to be developed by 2030 and supported by clear, measurable targets:

- **People** remain at the center of everything we do: we are committed to continuously enhancing an inclusive and safe and empowering work environment that fosters continuous growth. In 2024, we provided an average of 27.3 hours of training per employee and we are proud to say that we have not recorded any serious injuries;
- similarly, we reach out to **Customers and Communities**, spreading knowledge and innovative approaches and reducing cultural biases and barriers. Our efforts are reflected in the PCTO project, which involved 15 participants, and, in the Tech in Class project, with 41 participants;
- we involve our entire **Ecosystem of Suppliers and Partners** in our transformation efforts, fostering positive impact across the supply chain through responsible stewardship for increasingly sustainable value chains. As a testament to this, 77.3% of our budget for significant locations of operation was allocated to Italian suppliers;
- we reaffirm our commitment to the **Planet**, focusing on reducing emissions and advancing circularity and eco-design. In 2025, 100% of the electricity we purchase will be certified with a Guarantee of Origin, while 22% of our total electricity consumption is already self-generated through our solar photovoltaic system.

In Italy, Angelini Technologies - Fameccanica did extremely well in EcoVadis' corporate sustainability assessment, receiving the Gold Medal by ranking among the top 5% of more than 150,000 organizations assessed. We built and commissioned the first Greenpackt® plant for producing single-use capsule packs, establishing ourselves as a partner of choice in Europe for environmentally responsible packaging solutions. We are expanding our presence in the logistics sector and, in October 2024, Angelini Technologies - Fameccanica participated for the first time in Parcel+Post Expo in Amsterdam, the industry's leading trade fair, where it presented Depax, our advanced depalletizing solution. Angelini Technologies - Fameccanica was also featured in the "Italy of Patents. Successful Inventions and Innovations" exhibition, inaugurated in November 2024 and hosted by the Ministry of Enterprise and Made in Italy. Among the more than 1,200 patents we have filed, we chose to showcase S15 and Greenpackt®.

It has been a true honor to join this company during such a meaningful milestone: our 50th anniversary year. Over the past few months, I have had the privilege of witnessing firsthand the talent, ingenuity and dedication of the Angelini Technologies - Fameccanica team. Thanks to them, we are able to celebrate our achievements and continued international growth. Angelini Technologies - Fameccanica is entering a new phase of growth, consolidating its leadership in the Converting sector while unlocking new opportunities in Robotics.

METHODOLOGICAL NOTE

The Sustainability Report is the instrument through which Fameccanica.Data S.p.A. ("Angelini Technologies - Fameccanica" or the "Company") communicates the results of its sustainability journey to Stakeholders, on an annual basis. It provides a representation of the Group's performance in relation to environmental, social and governance issues.

The sustainability performance **from January 1, 2024 to December 31, 2024**, the same as the financial reporting period, is shown in relation to a multi-year trend that takes into account the consolidated reporting process adopted by the Group, in order to enable comparison of results over time.

REPORTING BOUNDARY

The Fameccanica Group includes **Fameccanica.Data S.p.A.**, which is the Italian and European headquarters, as well as the center for research, design and development of **technological platforms, machines and automated systems**. In addition to the Parent Company, the Group includes two wholly-owned subsidiaries: Fameccanica Machinery Shanghai Co. Ltd., based in China, and Fameccanica North America Inc., operating in the United States.

Fameccanica.Data S.p.A., single-member company, is coordinated and managed by Angelini Holding S.p.A., which indirectly controls it through **Angelini Technologies S.p.A.**, a wholly-owned subsidiary of Angelini Holding S.p.A. The latter heads up the multinational Angelini Industries Group.

The reporting boundary considered in this report includes the **Company and its foreign subsidiaries**, which are wholly owned by Angelini Technologies - Fameccanica:

- **Fameccanica.Data S.p.A.** (Italy), Via Aterno 136 - 66020 Sambuceto di San Giovanni Teatino (Chieti) - Italy;
- **Fameccanica Machinery (Shanghai) CO. Ltd.**, no. 1951 Duhui Road Plant 10 Xin Zhuang Industry Park, Min Hang District Shanghai 201108, China ("FMS");
- **Fameccanica North America Inc.** (Ohio - USA), 8511 Trade Center Drive Suite 400 West Chester Township, OH 45011 ("FNA").

Unless otherwise stated, the qualitative and quantitative information presented in the text, graphics or tables refers to the Angelini Technologies - Fameccanica Group's reporting boundary. Any exceptions or omissions are clearly indicated in the report.



The Group's reporting boundary for sustainability reporting purposes has been determined by taking into account the consolidation method adopted for the preparation of the consolidated financial statements of Angelini Holding S.p.A., thus including the companies consolidated on a "line-by-line" basis in the Angelini Holding consolidated financial statements¹.

In particular, the sustainability disclosures on material topics have been prepared by consolidating qualitative and/or quantitative data on a line-by-line basis. In addition, there are no adjustments for minority interests. This approach is used to enable Stakeholders to assess the reporting company's ability to prevent and mitigate impacts arising from the activities of its subsidiaries, over which it has defined scope for action.

During 2024, certain corporate transactions involved the in-scope companies. Specifically, Angelini Dynamics S.r.l. was merged into Fameccanica.Data S.p.A., while Angelini Dynamics North America Corp. was formally liquidated.

Lastly, with regard to the data reported, any required authorizations and administrative procedures - depending on the specific sectoral topics - are managed in a timely manner on the basis of allocation of responsibilities (e.g., lessor-lessee) and in compliance with the applicable legislation.

¹⁾ Fameccanica.Data S.p.A will not publish its own 2024 consolidated financial statements.

REPORTING PROCESS AND STANDARDS

For this Sustainability Report, Angelini Technologies - Fameccanica has adopted the **GRI Universal Standards** published on October 5, 2021 by the Global Reporting Initiative (GRI), utilizing the "in accordance with the GRI Standards" option.

For the data collection process related to 2024, Angelini Technologies - Fameccanica used specific software that transversally involved the entire organizational structure of the Group Companies included in the reporting boundary.

The introduction of the platform and the adoption of an internal control model based on multilevel data validation enabled the structured collection and processing of information, enhancing the robustness and reliability of the reporting process. The Sustainability Team played an active role, periodically sharing its findings with the Leadership Team for approval and subsequent final reporting to the Board of Directors.

The data reported were accurately calculated using the general ledgers and other information systems. Any estimates used in calculating the indicators have been clearly explained.

For previously published data, please refer to the **2023 Sustainability Report** published on the website. In addition, the previous years' data presented in this report have not been restated.

With respect to quantitative data expressed as percentages, any totals do not add up to exactly 100% are due to rounding approximations and the omissions of decimal values.

EXTERNAL ASSURANCE

The Independent Auditors, EY S.p.A., performed a limited assurance engagement on this Sustainability Report in accordance with ISAE 3000 (Revised). Their assurance report is attached hereto.

For further details, please use the following communication channels:

- corporate website:
<https://www.fameccanica.com>
- Sustainability Area e-mail:
sustainability@fameccanica.com



2024 HIGHLIGHTS

50
YEARS
OF OPERATIONS

3
LOCATIONS IN ITALY,
NORTH AMERICA
AND CHINA

MORE THAN
1,300
MACHINES
DELIVERED
WORLDWIDE

OVER 600 EMPLOYEES
OF WHOM 518 (86%) IN ITALY

39 NEW HIRES IN 2024

100% OF EMPLOYEES HAVE PERMANENT CONTRACTS

16,822 TRAINING HOURS

27.3 AVERAGE HOURS OF TRAINING PER EMPLOYEE

94.7% OF EMPLOYEES RECEIVE
REGULAR PERFORMANCE REVIEW

ZERO SERIOUS INJURIES

OVER 1,200 ACTIVE PATENTS

100% OF SYSTEMS CERTIFIED
IN ACCORDANCE WITH LEGISLATIVE DECREE NO. 17/2010

LIFE ALL-IN A PROJECT
FOR IN-LINE PROCESSING OF MATERIALS

GREENPACKT® AN ALL-IN-ONE
PRODUCTION SYSTEM DEVELOPED TO MAKE
THE PACKAGING INDUSTRY SUSTAINABLE

€ 248 M
OF ECONOMIC VALUE GENERATED

€ 245 M OF TURNOVER

92% OF THE ECONOMIC VALUE GENERATED
AND DISTRIBUTED TO STAKEHOLDERS

73% OF THE ECONOMIC VALUE DISTRIBUTED
TO SUPPLIERS (TOTALING € 161 M)

1,554 SUPPLIERS, OF WHICH 1,011 IN ITALY

€ 176.8 M OF SUPPLIES IN ITALY

PARTICIPATION IN THE EXHIBITION “ITALIA DEI BREVETTI. INVENZIONI
E INNOVAZIONI DI SUCCESSO” (ITALY OF PATENTS. SUCCESSFUL INVENTIONS
AND INNOVATIONS) TO SHOWCASE ITS INNOVATIONS IN AUTOMATION & ROBOTICS

PARTICIPATION IN THE EUROPEAN COMMISSION’S
“INTELLIGENT CITIES CHALLENGE” PROGRAM FOR THE
TRANSITION TO SUSTAINABLE AND DIGITAL ECONOMIES

TECHMATE, AN APPLICATION THAT LEVERAGES GENERATIVE ARTIFICIAL
INTELLIGENCE TO PROVIDE REMOTE SUPPORT FOR SOLVING TECHNICAL ISSUES

AWARDED THE 2025 ECOVADIS GOLD MEDAL

QUALITY MANAGEMENT SYSTEMS ISO 9001
AND IT SECURITY MANAGEMENT SYSTEMS ISO/IEC 27001

ENVIRONMENTAL ISO 14001, HEALTH AND SAFETY ISO 45001
AND ENERGY ISO 50001 MANAGEMENT SYSTEMS

1. Identity & Purpose

WE ARE INDUSTRIAL TECHNOLOGY

Angelini Technologies is the industrial technology division of the **Angelini Industries Group**, an international multi-business industrial Group, with 5,800 employees in 21 countries worldwide, working in the **Health, Industrial Technology** and **Consumer Goods** sectors. The division designs and develops technologies and services for the industrial production of household and personal products, sustainable packaging, innovative applications for logistics and digital services dedicated to process optimization. Since its inception in **1975**, Angelini Technologies - Fameccanica has acquired solid expertise in the design and manufacture of production lines for consumer goods, operating in the areas of **Converting** and **Automation & Robotics**. Continuously committed to technological innovation, it has developed cutting-edge solutions for its customers in both Converting and digital services, establishing itself as a benchmark for the consumer goods sector and **Smart Factory Automation**.

OUR
CORPORATE
PRESENTATION
[WATCH THE VIDEO →](#)



OPERATING COMPANIES

ANGELINI TECHNOLOGIES – FAMECCANICA

Fameccanica.Data S.p.A., headquartered in San Giovanni Teatino (Chieti), and which also serves as the research center, is responsible for the design and development of all technological platforms, machines and highly automated systems.

In addition to the Parent Company, the Group includes two wholly-owned subsidiaries:

- **Fameccanica Machinery Shanghai Co. Ltd.**, based in China;
- **Fameccanica North America Inc.**, operating in the United States.

Fameccanica.Data S.p.A., single-member Company, is coordinated and managed by **Angelini Holding S.p.A.**, which indirectly controls it through **Angelini Technologies S.p.A.**, a wholly-owned subsidiary of Angelini Holding S.p.A. The latter heads up the multinational **Angelini Industries Group**.

The ongoing commitment to innovation, a hallmark of Angelini Technologies – Fameccanica’s Italian headquarters, provides customers with a genuine competitive edge and advanced expertise in the design, creative conception, engineering, production and testing of high-performance machines.

BEHIND EVERY SOLUTION THERE IS A GREAT TEAM

The **Design** and **R&D** area develops cutting-edge solutions that meet growing customer expectations through unique design and established, reliable processes.

The **Logistics** and **Operations** area operates quickly and effectively, ensuring production efficiency and accurate and timely deliveries.

The **Sales** and **Marketing** area identifies customer needs and market dynamics in order to devise the most appropriate solutions, while the **Service** area supports customers, ensuring that the purchased machines deliver the best possible performance.

FAMECCANICA MACHINERY SHANGHAI (FMS)

Fameccanica Machinery Shanghai represents excellence in the production and marketing of high-tech machinery, mainly for Asian markets. The Chinese location also features efficient production, high quality standards and an ability to maximize the life cycle of the machinery used.

BEHIND EVERY SOLUTION THERE IS A GREAT TEAM

The FMS **Engineering** team designs solutions and supports the Production team during the procurement and assembly stages, while also working with the Sales and After-Sales departments to ensure optimal service for customers.

The **Sales** team, meanwhile, ensures closer engagement with customers and responsiveness to their needs.

Customer Service provides technical support and continuous training: part of the staff coordinates spare parts supplies, while a Service Team, involved in the design, purchasing, and production phases, manages the technical aspects. Specific resources are dedicated to the Quality System to monitor every step of the process, from material supply through production and delivery, ensuring that the highest quality standards are met.

FAMECCANICA NORTH AMERICA (FNA)

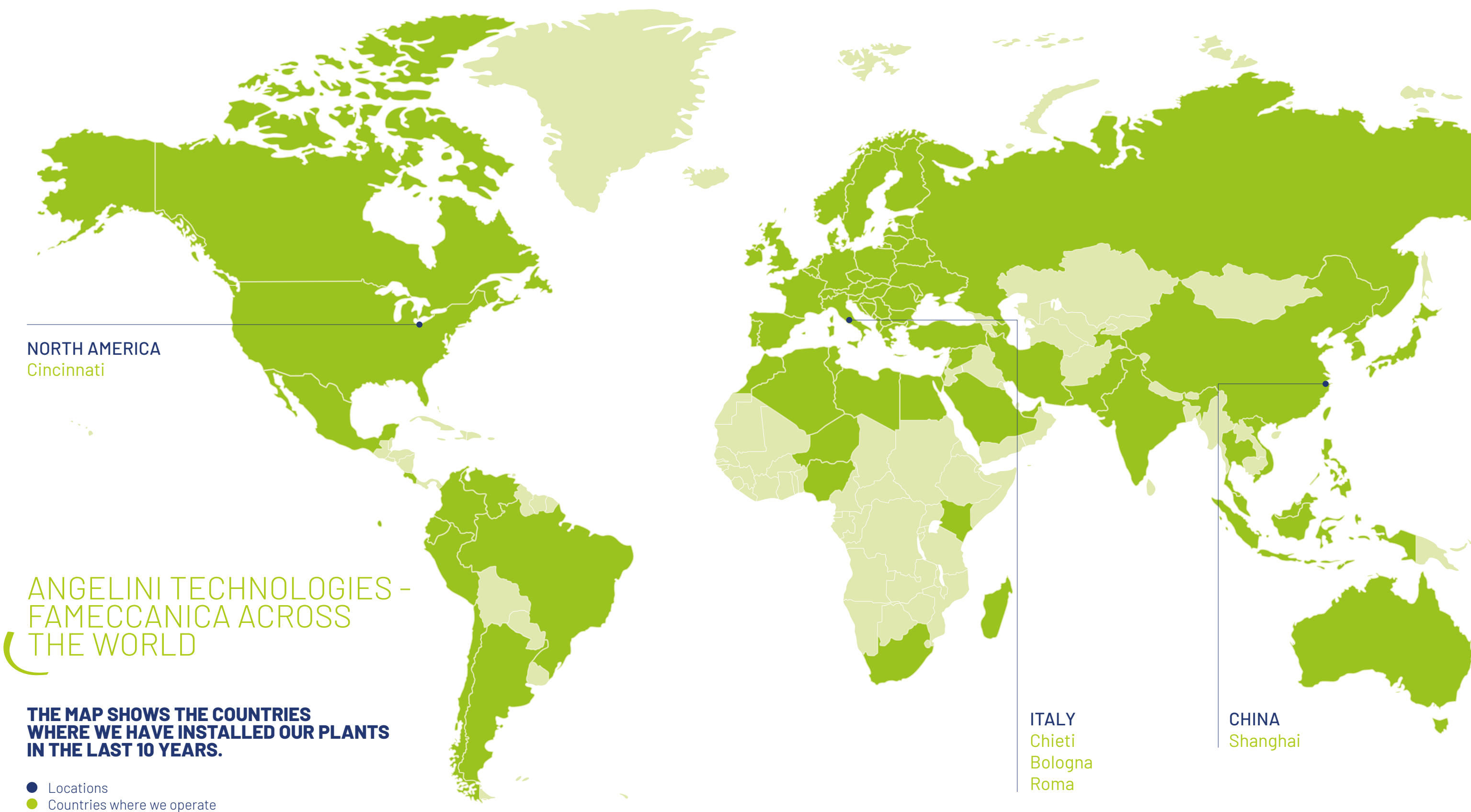
Fameccanica North America, based in West Chester, Ohio (USA), is the benchmark for **know-how** related to machinery, upgrade kits and pre- and after-sales services.

FNA is a strategic partner that leverages the expertise of Angelini Technologies – Fameccanica to develop unique product concepts and innovative technologies, combined with consulting and technical assistance.

In addition to advanced manufacturing technologies, the US facility features collaborative processes for design, consulting, sales office and technical service for spare parts, involving local professionals.

BEHIND EVERY SOLUTION THERE IS A GREAT TEAM

Over time, Fameccanica North America has cultivated strong, trust-based relationships with its customers, grounded in mutual satisfaction. It is committed to maintaining profitable business relationships and delivering high-value after-sales service, consistently addressing local needs through **excellent quality** and **competitive pricing**, enabled by the Group’s innovative processes and technologies.





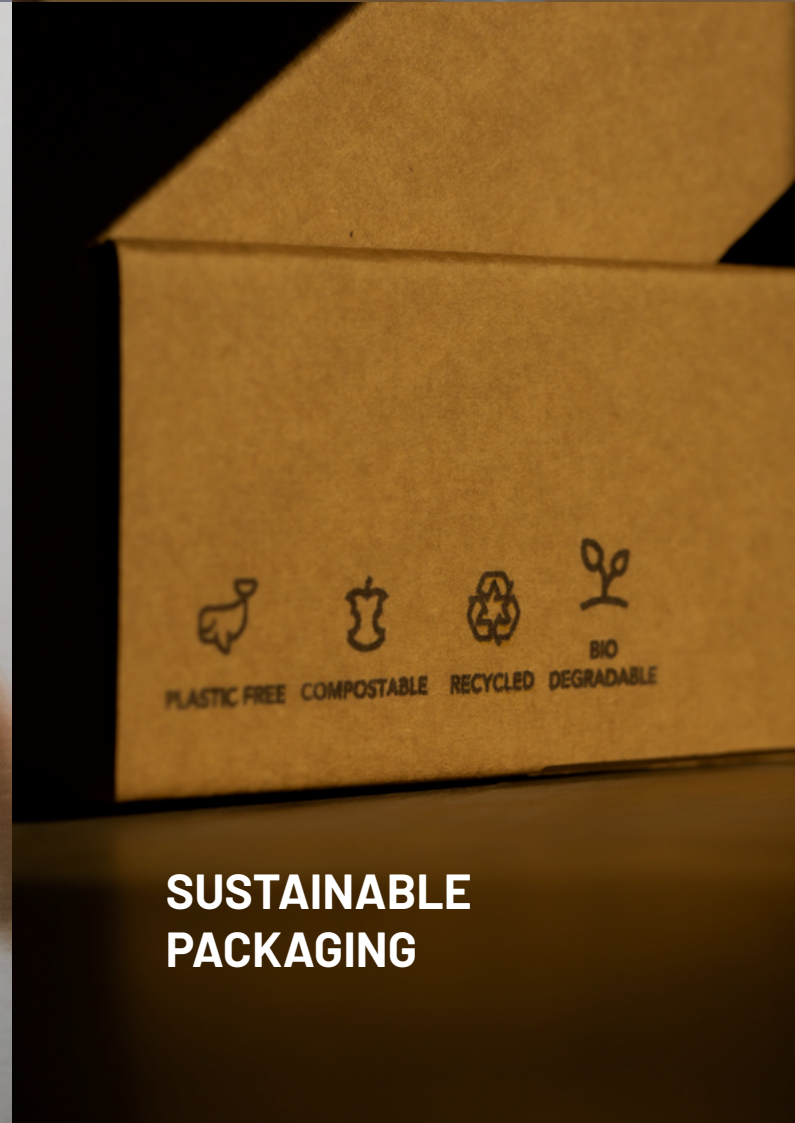
HYGIENE



HOME & PERSONAL CARE



WAREHOUSING & LOGISTICS



SUSTAINABLE PACKAGING

LONG-TERM VISION: 50 YEARS OF HISTORY

Founded in 1975, in the province of Chieti, thanks to the intuition of a young engineer and the Angelini family, Fameccanica today is the main Company of the Angelini Technologies division, part of the Angelini Industries Group. From the beginning it has been synonymous with **innovation**, **quality** and **reliability** thanks to strategic alliances throughout the supply chain, collaborations with higher education institutions and universities and significant investments in research and development. The main milestones in the history of Angelini Technologies - Fameccanica demonstrate the important and unique path it has taken in terms of development and innovation in the industrial automation sector.

1975	Founding of Fameccanica, a company specializing in the production of machinery for the absorbent hygiene products industry. The company is founded by Angelini, already present since 1919 in the pharmaceutical field and, since 1958, in the consumer goods sector (Fater)
1992	Establishment of the joint venture between Angelini and Procter&Gamble to manage Fater and Fameccanica
2009	Opening of the Fameccanica manufacturing plant - North America
2011	Opening of the manufacturing plant in China - Machinery Shanghai
2019	Development of digital solutions and robotics for the consumer goods sector
2020	Creation of the Sustainable Packaging Hub in Bologna
2021	First Fameccanica Sustainability Report published
2022	Greenpackt® Launch Fameccanica becomes 100% part of Angelini Industries
2023	Launch and rollout of Angelini Technologies
2025	50 years of operations



VISION: OUR GOAL IS TO GO BEYOND PURE TECHNOLOGICAL PERFORMANCE

VISION

We strive to go beyond technological performance, using innovation to improve people’s lives in their everyday experience through sustainable and future-proof solutions.

MISSION

Angelini Technologies - Fameccanica’s mission is to bring together an ecosystem of excellence dedicated to the design, development and implementation of technologies, products and services aimed at improving industrial processes and production through constant research and innovation.

THE ANGELINI WAY: OUR VALUES

The vision, mission and identity of Angelini Technologies - Fameccanica are founded on core values that shape its culture, guide strategic decisions and operational activities and define its relationships with customers and Stakeholders, while also promoting the growth and empowerment of its people. These core values are not merely abstract concepts; they are brought to life in day-to-day business operations through internal communication initiatives, training programs and employee engagement projects, fostering their integration and dissemination at every level of the organization.

VALUES

The core values that guide the Company every day are translated into behaviors that consciously inspire the growth of the people of Angelini Technologies - Fameccanica and based on the values of the Angelini Industries Group: **Ethics and Responsibility, Innovation, Performance, Engagement.**

PURPOSE: INNOVATION INSPIRED BY LIFE

The *raison d’être* of the Angelini Industries Group - “Unwavering care” or taking care of people and families in everyday life - has also been adopted and implemented by Angelini Technologies - Fameccanica. The company aims to build an **ecosystem** of excellence centered on the **design, development** and **production of technologies**, products and services that enhance the **efficiency** and **innovation** of industrial processes.

Angelini Technologies - Fameccanica stands out in particular for its expertise in the areas of Converting and Automation & Robotics. It also develops solutions for the production of hygiene and household products, sustainable packaging and digital services focused on process optimization.

In recent years, Angelini Technologies - Fameccanica has been recognized among the most innovative Italian companies, according to the European Patent Office (EPO) report, marking its journey with major technological and industrial milestones: **over 1,300 machines** installed worldwide, more than **1,200 active patents**, and a team of **over 600 people** across operating sites in Italy, China and North America.

ETHICS AND RESPONSIBILITY



We take care of our employees, customers and consumers. Respect for the highest ethical principles underlies all our actions and our decisions are guided by a long-term perspective. We are committed to ensuring the sustainable economic development of the business, safeguarding the environment and the communities in which we operate.

INNOVATION



We encourage the development and testing of new effective and concrete solutions. We challenge the *status quo*. We manage complexity and demands in a world that is constantly changing. We take responsibility for courageous choices for business growth and development. We learn from our mistakes and pursue continuous improvement.

PERFORMANCE



Each team member is responsible for achieving their own and the team's goals. Determination, speed, rigor and transparency are essential to achieving the best. The pursuit of excellence and ambitious goals, determination and resilience are fundamental values.

ENGAGEMENT



Positivity, motivation and openness to new ideas, styles and perspectives are key characteristics of the team. We promote collaboration within the Group, valuing skills and rewarding merit. The successes of the Company and its people are shared and celebrated.

ANGELINI TECHNOLOGIES - FAMECCANICA
HEADQUARTERS

The Angelini Industries Group's core **values** and principles are embodied in everyday actions that define the **corporate culture** of Angelini Technologies - Fameccanica. This is the backdrop to Angelini Technologies - Fameccanica's headquarters, located in San Giovanni Teatino, in the province of Chieti, Abruzzo. This location features large outdoor spaces and welcoming and innovative indoor common areas, reflecting the Company's commitment to creating work environments that foster **well-being** and **collaboration** among employees. Similarly, the Angelini Industries Group headquarters, known as **Casa Angelini**, embodies these same values through the design and functionality of its spaces.



2. Our approach to Sustainability

SUSTAINABILITY GOVERNANCE

In keeping with its vision, mission and founding values, and with the approach of the Angelini Industries Group, Angelini Technologies – Fameccanica has made a concrete commitment to sustainability, considering it both a responsibility to future generations and a strategic lever for competitiveness.

For the Company, sustainability means reducing the environmental impact of its activities and implementing initiatives geared toward the well-being of people, communities and the environment. Adopting sustainable practices is not only an ethical responsibility, but also a strategic opportunity to continuously enhance the quality of products and services, while promoting respect for human rights and embracing **sustainable procurement** to help preserve natural resources.

The following is a list of the initiatives launched in 2024 by Angelini Technologies – Fameccanica and the Angelini Industries Group, which have also had positive impacts on the Company.

- **Adoption of the Group's first ESG Plan and implementation of a shared strategic approach** to align all companies, including Angelini Technologies – Fameccanica, with ESG objectives. This process included a comprehensive review of current practices, the strengthening of existing commitments and the identification of targeted actions to address gaps, mitigate sustainability risks and enhance the organization's overall contribution to a more sustainable business model.
- **Strengthening of the ESG reporting process**, with the adoption of the ESGEO digital platform. This enabled structured and traceable data collection, fostering collaboration among managers and ensuring the aggregation of qualitative and quantitative KPIs in accordance with the GRI standards. The result is a more reliable and consistent reporting system at Group level.
- **Creation of a dedicated structure to manage sustainability policies**, aimed at ensuring active and coordinated engagement from all areas of the Company in support of a sustainable business model.
- **Continuation of ESG training activities**, which began in 2023, to strengthen the corporate culture around these issues. Major initiatives include, for example, **Sustainability Induction**, promoted by Angelini Industries and aimed at Leadership Teams, involving more than 50 participants in discussions on governance, ESG integration and European regulations (CSRD, Taxonomy, etc.).



ANGELINI TECHNOLOGIES - FAMECCANICA'S SUSTAINABILITY STRATEGY

Angelini Technologies - Fameccanica's sustainability strategy is aligned with the **materiality assessment** process, which helps ensure that the Company's efforts remain focused on the areas of greatest impact and ensure appropriate relationships with Stakeholders. This has made it possible to take into account internal developments related to the rapid advancement of business evolution, the ambition of wanting to embark on its own path of growth and development, at this stage of consolidation of the Angelini Industries Group's shareholding structure and the commitment to achieving the business objectives set forth in the Strategic Plan.

As a Company operating on a global scale in a rapidly changing world, Angelini Technologies - Fameccanica believes that its long-term success requires continuous monitoring and adaptation to significant social, environmental, economic, political and technological changes.

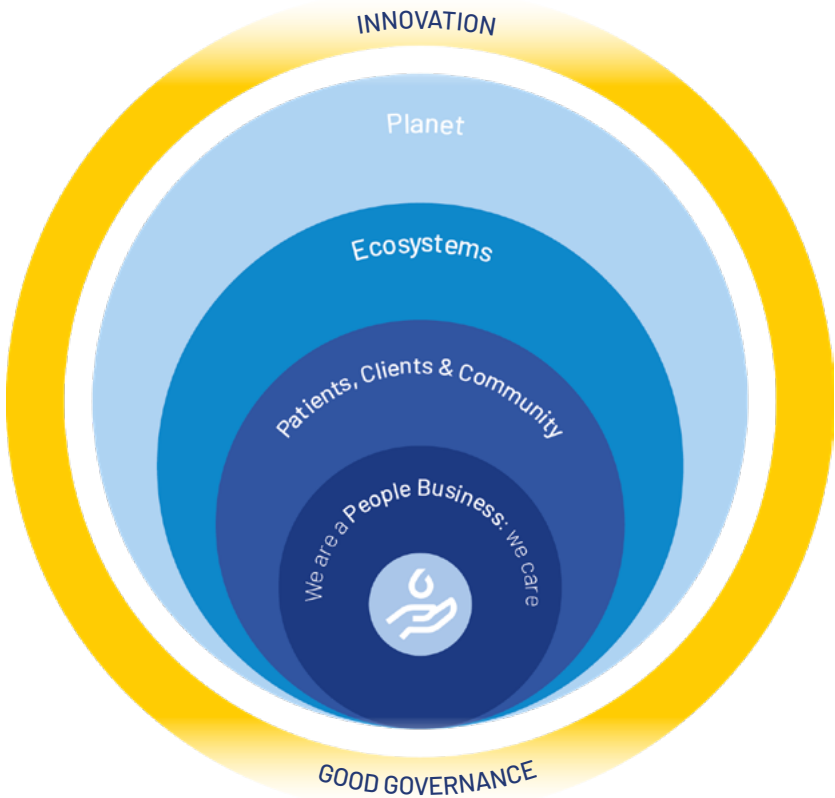
In 2024, the strategic sustainability plan was completed, in conjunction with the Angelini Industries Group, which led to the definition of Angelini Industries' **ESG Plan 2024-2026**, including the requirements of the Technologies division.

This Plan improved the sustainability roadmap of Angelini Technologies - Fameccanica. In the same year, Angelini Technologies - Fameccanica embarked on a path that, in 2025, will lead to the granular integration of its sustainability initiatives with the macro-objectives defined by Angelini Industries' strategy.

Specifically, the ESG Plan has four basic pillars to be developed by 2030:

- **People:** creating an inclusive and safe work environment that fosters the development and continued growth of employees;
- **Customers and Community:** promoting access to care, countering stigma, spreading knowledge and innovating;
- **Ecosystem:** collaborating with suppliers and partners to generate virtuous change throughout the supply chain;
- **Planet:** reducing environmental impact in terms of emissions, water consumption and waste by building increasingly sustainable value chains.

Key enablers for the implementation of the ESG Plan are **Governance and Innovation**.



The ESG Plan represents Angelini Technologies - Fameccanica's tangible commitment to becoming an increasingly sustainable, responsible and innovative company, aligned with global environmental and social challenges.

The Board of Directors of Angelini Technologies - Fameccanica has been directly involved in the definition of the sustainability strategy, complementing the ESG training and **Sustainability Induction** already provided to Management.

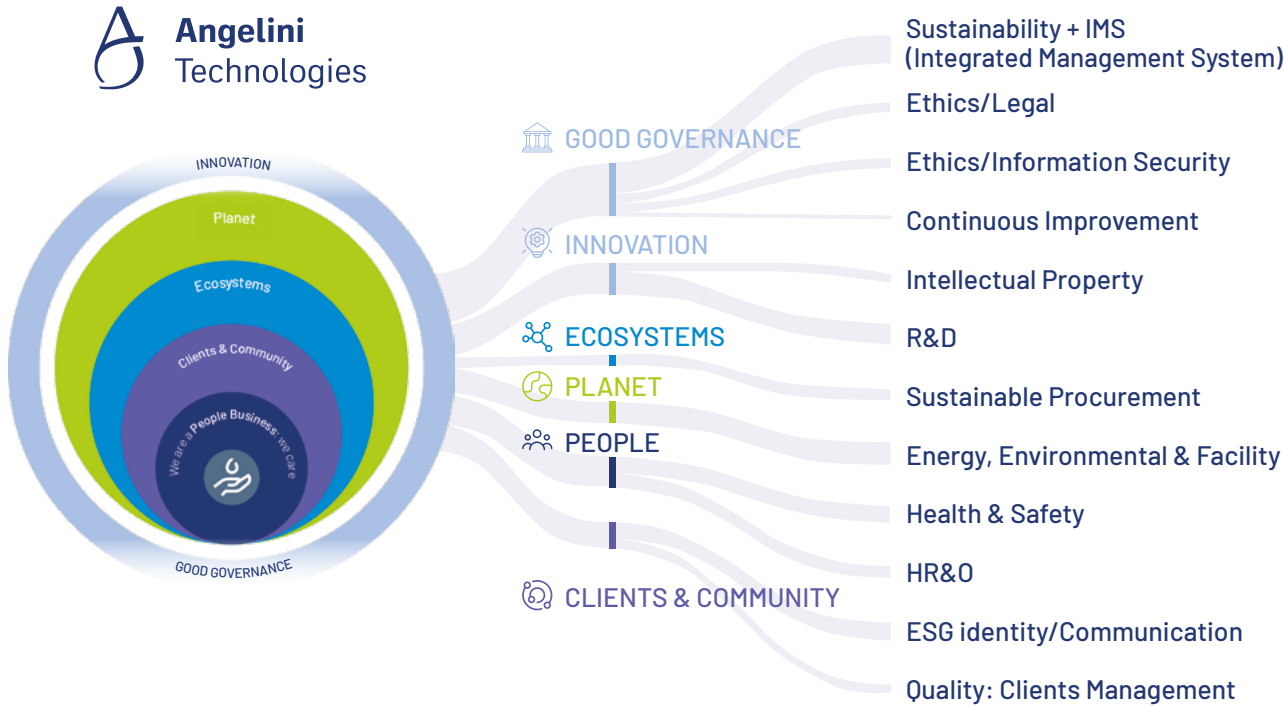
ANGELINI INDUSTRIES’ ESG PLAN 24-26

PILLAR	TARGET	BASE YEAR	TARGET YEAR	PROGRESS
 PEOPLE	Well-being: employee engagement rate $\geq 75^2$	2023	2024	 90% response rate
	Health and safety: zero high-consequence work-related injuries for employees ³	2023	2024	 0 high-consequence work-related injuries
	Development: number of training hours per employee exceeding the European sector average	2023	2024	 27.30 hours of training per employee ⁴
	Incentives: MBOs linked to ESG indicators for N-1 and N-2 managers responsible for functions impacted by sustainability matters and/or able to make a specific contribution to the Group’s ESG strategy	2023	2025	 MBOs linked to ESG indicators
 CLIENTS & COMMUNITY	Local communities and Ecosystems: to be recognized as a partner promoting the transition to future skills and helping to close the knowledge gap in the Italian economy	2023	2026	 Ongoing initiatives: TecnicaMente, PCTO (Pathways for Transversal Skills and Orientation), Tech in Class, etc.
	Local communities: +20% each year of employees volunteering for local communities	2023	2025	 Ongoing

⁽²⁾ 0-100 Range.
⁽³⁾ As defined by GRI.
⁽⁴⁾ Above sector average by an average of 21 hours per employee.

PILLAR	TARGET	BASE YEAR	TARGET YEAR	PROGRESS
 ECOSYSTEMS	Partnership with the value chain: >90% of strategic suppliers covered by a Code of Conduct	2023	2025	 Ongoing (Supplier Code of Conduct issued and sent)
	Responsible purchasing: >90% of strategic suppliers evaluated according to ESG criteria	2023	2026	 Ongoing
 PLANET	Climate: 100% of electricity from renewable sources (Italy)	2023	2025	 Reached early
	Climate: 100% of electricity from renewable sources (all Angelini Technologies - Fameccanica’s locations)	2023	2026	 Ongoing
	Climate: reducing GHG emissions in line with the Paris Agreement	2023	2030	 Preliminary decarbonization/ transition plan scheduled for 2025
	Waste and circularity: -90% industrial waste directed to disposal	2023	2030	 Startup of activities to achieve target
	Waste and circularity: 100% of new products developed in line with eco-design considerations	2023	2030	 Workshops on eco-design principles scheduled for 2025

The above Plan improved the sustainability roadmap of Angelini Technologies - Fameccanica. In fact, in the same year, Angelini Technologies - Fameccanica embarked on a path that, in 2025, will lead to the granular integration of its sustainability initiatives with the macro-objectives defined by Angelini Industries’ strategy, as shown below.



OUR STAKEHOLDERS AND VALUE GENERATED AND DISTRIBUTED

STAKEHOLDER ENGAGEMENT

Angelini Technologies – Fameccanica works with various Stakeholder categories. Involvement of these Stakeholders, through dialogue and listening, helps to align social, environmental and economic objectives with the Company’s strategy and to respond quickly to the changes required by the market.

Particular attention is paid to the constructive involvement of Stakeholders, in accordance with the corporate values of trust and transparency. As far as external Stakeholders are concerned, the channels of dialogue and engagement activities depend on the corporate roles and functions in charge of contacting and managing relations with institutions at the central level. Conversely, for internal Stakeholders, the tools used for dialogue and their frequency vary depending on the specific projects undertaken by the Company. In general, these tools include: regular communications, face-to-face meetings, round tables, events and internal and external social media communications.

STAKEHOLDER MAP	
INTERNAL STAKEHOLDERS	Shareholders
	Board of Directors and corporate bodies
	United Trade Union Representatives
	Employees/Collaborators
MARKET	Customers
	Suppliers
	End Users
	Competitors
	Partners
	Innovative startups
COMMUNITY, TERRITORY & EDUCATION	School, university and scientific community
	Local community and society
	Media
BODIES, INSTITUTIONS & ASSOCIATIONS	Trade unions
	Supervisory bodies
	Accredited certification bodies
	Trade and industry associations
	Credit institutions and banks
	Public Administration
	International agencies, institutions and bodies

ENGAGEMENT METHODS

There are three types of Stakeholder engagement:

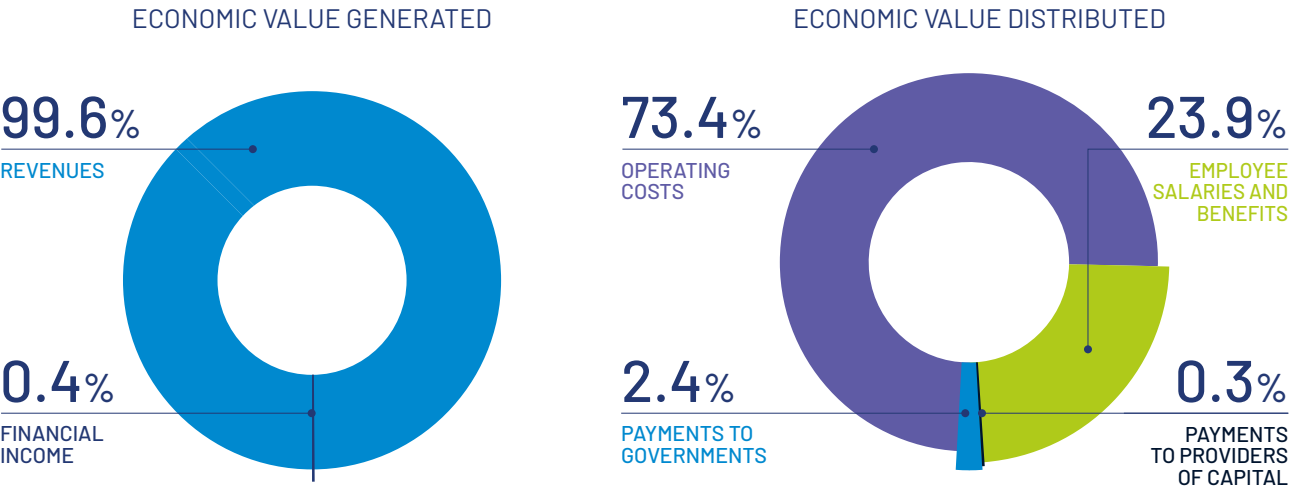
- initiatives organized specifically for the preparation of this Sustainability Report;
- opportunities for meetings which can be traced back to customary practices of dialogue and collaboration, independent of reporting requirements;
- initiatives planned as part of a structured listening process, which includes direct involvement of Stakeholders in the development of scenarios and solutions.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

The economic value generated and distributed by Angelini Technologies – Fameccanica is a useful indication of how the Group created wealth for its Stakeholders during the year. In 2024, the economic value generated by Angelini Technologies – Fameccanica is approximately 248 million euros, an increase of approximately 6% over the previous year. About 92% of the economic value generated was distributed to its Stakeholders, among whom employees and suppliers represent the categories that benefit most from the wealth produced by the Group, accounting for 24% and 73% of the total value distributed, respectively.

2024 Sustainability Report

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (thousands of euros)	2024	2023 ⁵
Revenues	244,743	229,294
Other income	2,733	4,415
Financial income	1,066	437
TOTAL ECONOMIC VALUE GENERATED	248,542	234,146
Operating costs	166,413	161,458
Employee salaries and benefits	54,168	50,983
Payments to providers of capital	622	493
Investor remuneration	-	-
Payments to governments	5,384	3,226
Community investments	-	-
TOTAL ECONOMIC VALUE DISTRIBUTED	226,587	216,160
Impairment of trade receivables	387	(8)
Unrealized exchange differences	(43)	527
Impairment of property, plant and equipment and intangible assets	(159)	1,443
Impairment of financial assets	275	-
Amortization and depreciation	7,376	7,173
Provisions	2,334	(753)
Reserves	11,785	9,604
ECONOMIC VALUE RETAINED	21,955	17,986



⁽⁵⁾ To ensure an up-to-date and accurate presentation, the 2023 figures have been restated in accordance with the IFRS accounting standards. As a result, they differ from those published in the 2023 Sustainability Report.



STAKEHOLDER	AREAS OF INTEREST	MAIN DIALOGUE AND ENGAGEMENT INITIATIVES	SDGs
Shareholder	- Financial performance - Corporate Governance - Group strategy and business diversification	- Shareholder meeting - Ad hoc meetings at conferences organized by banks or other institutions	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS

STAKEHOLDER	AREAS OF INTEREST	MAIN DIALOGUE AND ENGAGEMENT INITIATIVES	SDGs
Trade unions	- Financial results and corporate strength - Work-life balance - Remote work - Socio-organizational well-being - Occupational health and safety - Environment and energy	- Meetings with United Trade Union Representatives (RSU) and Workers' Safety Representatives (RLS) - Periodic Health and Safety Meetings (article 35 of the Consolidated Act on Occupational Safety - TUS) - Meetings with trade unions	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES

STAKEHOLDER	AREAS OF INTEREST	MAIN DIALOGUE AND ENGAGEMENT INITIATIVES	SDGs
Communities - Society and regional and local communities - Third sector organizations (non-profit, NGOs, etc.) - Media and opinion leaders	- Supporting solidarity initiatives - Social investments for the community - Support for young people and families - Social Innovation - Transparency - Support for youth training - Contribution to art, culture and music	- Participation in initiatives with Angelini Industries Group Companies (e.g., 2023 Christmas Market with WeWorld) - Guaranteed Mobility 2022 project - Pescara Jazz Festival 2022 - Treedom project	3GOOD HEALTH AND WELL-BEING 8DECENT WORK AND ECONOMIC GROWTH 11SUSTAINABLE CITIES AND COMMUNITIES 13CLIMATE ACTION 16PEACE, JUSTICE AND STRONG INSTITUTIONS 17PARTNERSHIPS FOR THE GOALS
Universities, schools and the world of research	- Social Innovation - Partnerships of excellence - Technological innovation - Support for youth training	- Partnerships and projects with universities - Career guidance and collaborative project development (collaborative research) - Career guidance and technical knowledge development - PCTO - Pathways for Transversal Skills and Orientation - TecnicaMente - Tech in Class	4QUALITY EDUCATION 9INDUSTRY, INNOVATION AND INFRASTRUCTURE 16PEACE, JUSTICE AND STRONG INSTITUTIONS 17PARTNERSHIPS FOR THE GOALS

MATERIALITY

In alignment with the Group, Angelini Technologies - Fameccanica **updated its materiality assessment approach** in 2023 to identify topics deemed material and significant to both its business and Stakeholders, while also ensuring consistency with the Angelini Industries Group's strategic framework for determining material topics.

The decision to update the assessment was driven primarily by two factors. The first relates to the desire to confirm **the validity of the material topics identified** in past years. In fact, the assessment conducted in May 2023 was particularly well-structured and in-depth, having involved more than 140 internal and external Stakeholders. The second was to **identify any newly emerging topics** arising from the changing industry and regulatory landscape.

This update meets **GRI 2021** requirements and is inspired by the **AccountAbility AA1000 Stakeholder Engagement Standard (AA1000SES)**, which was used in defining Stakeholder materiality⁶.

PROCESS TO UPDATE MATERIALITY ASSESSMENT

The assessment began with the 19 potentially material topics identified, along with their associated impacts and outcomes, and followed a structured approach consisting of the following phases.

PHASE 1

CONTEXT ANALYSIS AND BENCHMARKING

- Analysis of the Company's operating environment in order to identify the materiality level that a cluster of peers and relevant customers attach to the ESG topics considered.

PHASE 2

ALIGNMENT WITH GROUP MATERIALITY

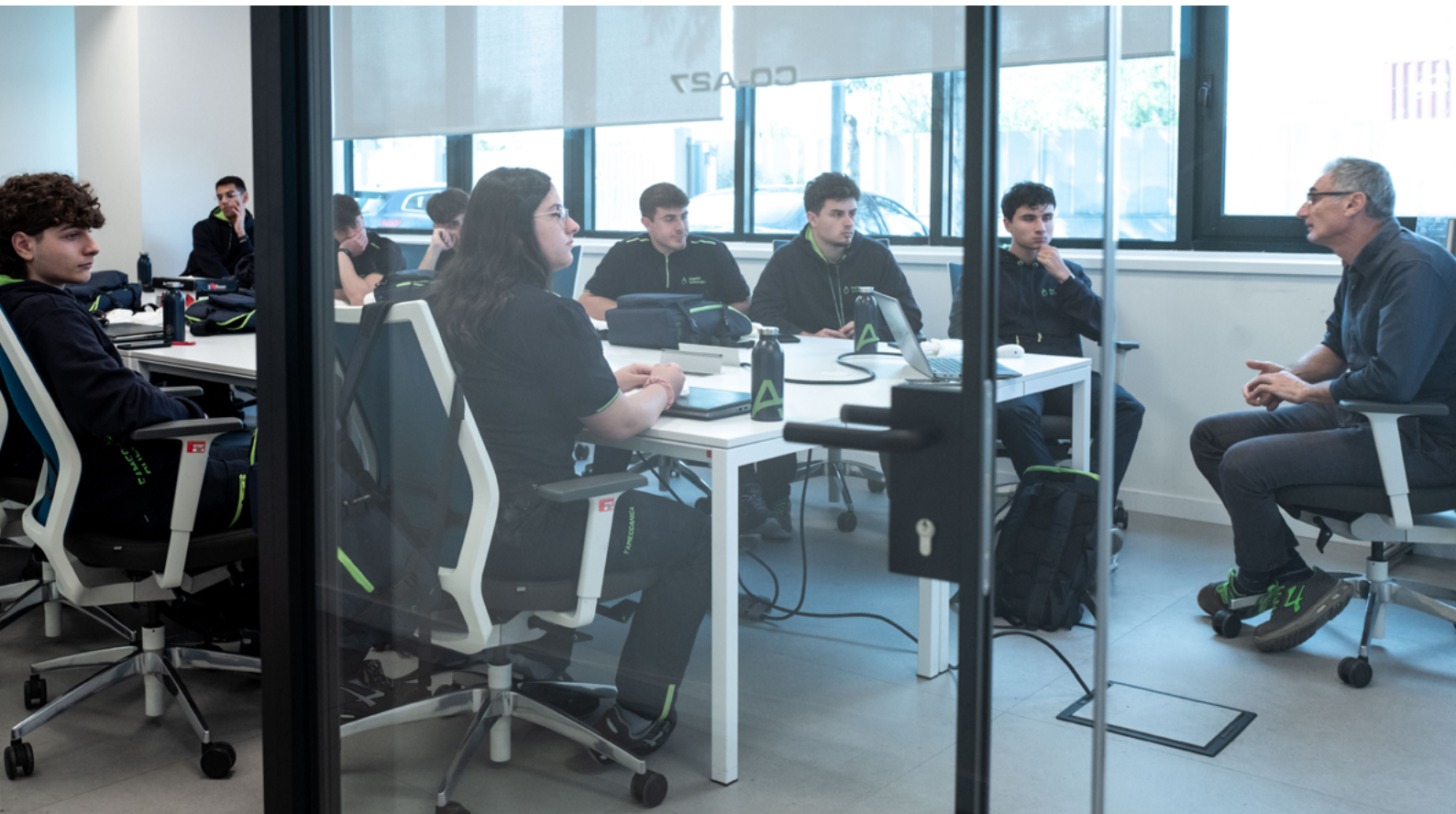
- Alignment of Angelini Technologies - Fameccanica's topics with those of Angelini Industries in terms of wording and subject areas.

PHASE 3

UPDATING AND VALIDATION OF RESULTS

- Update of weighting criteria, assessment parameters and materiality matrix.
- Sharing the results obtained at the previous phases with the Sustainability Team and Leadership Team for their validation.

⁽⁶⁾ In 2024, in line with the Angelini Industries Group, the Company carried out a double materiality assessment in accordance with the CSRD's principles, which served as the foundation for its ESG Plan.



PHASE 1 - CONTEXT ANALYSIS AND BENCHMARKING

To update the materiality assessment, Angelini Technologies – Fameccanica began with the set of topics and impacts assessed for the 2022 Sustainability Report, based on input from a panel of Stakeholders selected for their experience across the three **ESG** dimensions (Environment, Social and Governance).

Moreover, aware of the dynamic and rapidly changing environment in which both the Company and its customers operate, it considered it essential that the materiality update be based on a comprehensive list of ESG topics, encompassing all areas potentially relevant to its **value chain**. Therefore, the list of sustainability topics initially identified for its 2022 reporting - based on an analysis of internal and external communication sources, investor ESG priorities, media coverage, sustainability standards and frameworks (e.g., the GRI, SASB and ISO 26000) and the UN Sustainable Development Goals (SDGs) - was updated through a desk analysis of a selected peer group.

PHASE 2 - ALIGNMENT WITH GROUP MATERIALITY

Following its full acquisition by Angelini Industries in the first half of 2022, the Company considered it essential to align its materiality analysis with that presented by the Group in its own 2024 Sustainability Report.

The topics identified, although in part specific to the Company’s sector and characteristics, have been, where possible, **aligned with the topics of the Parent Company, Angelini Industries**, following the process outlined below:

- topics covering related areas have been consolidated under single macro-topics⁷;
- certain topics have been renamed to more accurately reflect the reality of the entire Group;
- topic areas have been aligned with the areas considered for the Parent Company (Environment, Social, Governance and Prerequisites).

As a result of this process, from the 19 topics considered, **15 potentially material topics and 2 prerequisites** were identified, the latter being topics that are already largely managed internally or governed by regulations. The table below summarizes the results obtained⁸.

	ENVIRONMENTAL	• Energy efficiency • Climate change • Sustainable management of natural resources • Product innovation (R&D - PI)
	SOCIAL	• Developing and enhancing human capital • Well-being of people • Commitment to the territory and support to the community • Customer centricity and customer satisfaction • Partnerships and Stakeholder relations • Diversity, equity, inclusion and human rights • Health and safety
	GOVERNANCE	• Creation and distribution of economic value • ESG governance, risks and opportunities • Cybersecurity and information security • Responsible sourcing
	PREREQUISITES	• Product quality, reliability and safety • Ethics and compliance

⁷⁾ The score assigned to each macro-topic corresponds to the average of the scores given in the stakeholder survey conducted in May 2023 for the individual topics grouped under that macro-topic.
⁸⁾ The topics listed in the table underwent the following groupings: “Partnership and Stakeholder relations” includes “Stakeholder involvement and listening” and “Partnerships and collaborations”; “Creation and distribution of economic value” includes “Economic growth and distribution of generated value” and “Employment stability and protection of human capital”.

PHASE 3 - UPDATING AND VALIDATION OF RESULTS

In the process of updating the materiality results, the Company decided to replicate the methodology adopted by the Parent Company to determine the materiality of Stakeholders and their weighting criteria. Each of the five Stakeholder categories involved in the survey was assigned a specific weight, inspired by the influence and dependence criteria outlined in the AA1000 Stakeholder Engagement Standard⁹.

RESULTS OF THE MATERIALITY UPDATE

The analysis has identified **15 potentially material topics and 2 prerequisites**, i.e., unavoidable topics that are already extensively managed within the Group or governed by regulations (namely, Product quality, reliability and safety and Ethics and compliance).

The likelihood and severity parameters associated with the various potentially material topics, assessed by Stakeholders on the basis of relevance alone, have been estimated using the figures obtained for the Angelini Industries Group¹⁰. This process takes into account the Company's direct involvement in the initiatives that led to the definition of the Group's material topics, ensuring that its perspectives and priorities have been accurately reflected in the results of the analysis.

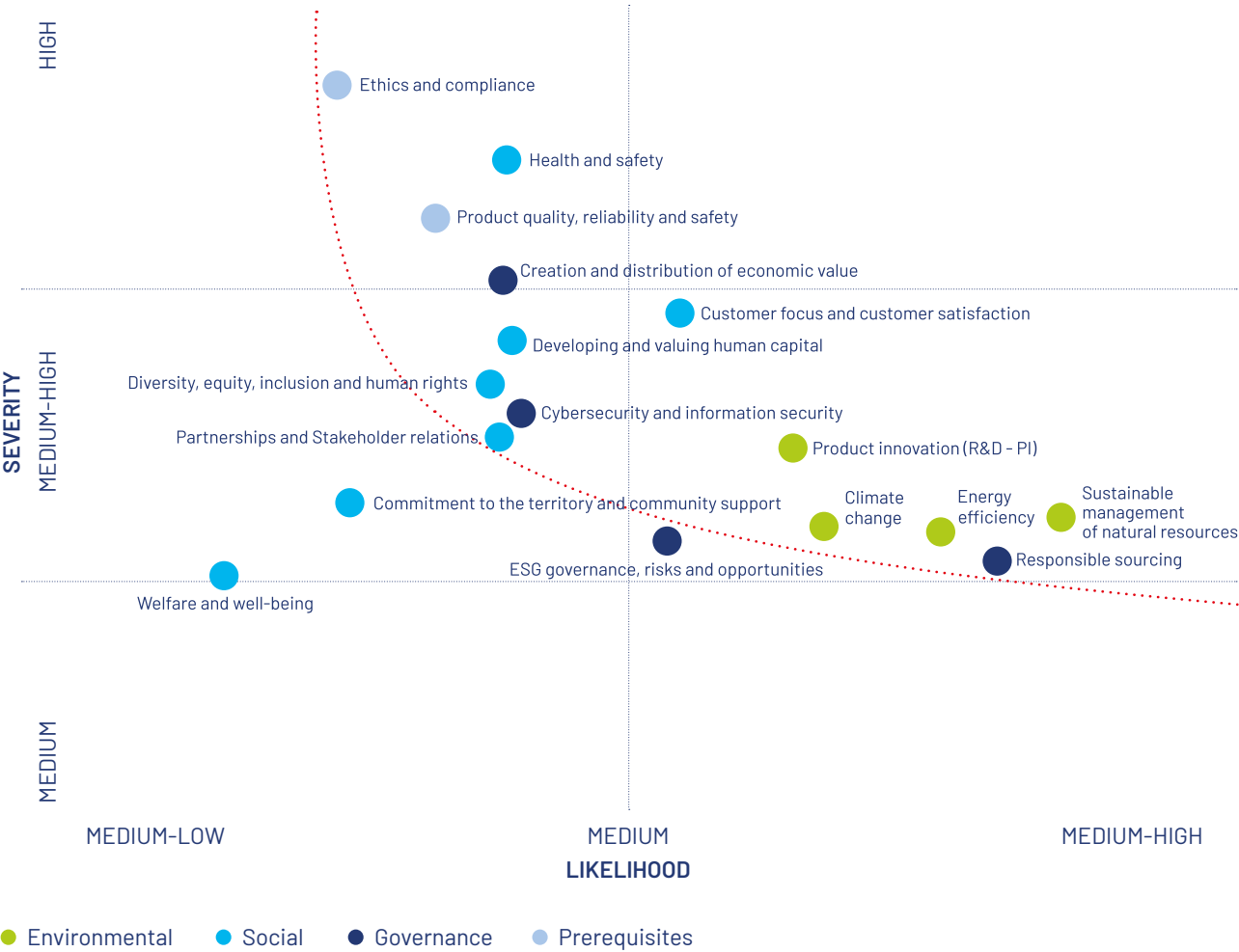
To ensure a shared vision tailored to Angelini Technologies - Fameccanica's specific context, the Company conducted an internal engagement activity upon completion of the process described above. This involved the **Sustainability Team** and the **Leadership Team**, the Stakeholder categories most attuned to changes in the industry, regulatory and organizational landscape and best positioned to capture the needs of other Stakeholders through various communication channels. The involvement of these two categories finally led to the update and validation of the material topics for 2024.

The materiality matrix set out below, prepared from the results of the materiality assessment update, shows:

- **likelihood of the generated impacts associated with each topic** (x-axis);
- **severity of the generated impacts associated with each topic** (y-axis).

⁽⁹⁾ Weights assigned to the stakeholder categories considered: Leadership Team (40%), Sustainability Team (22%), other employees (12.67%), suppliers and e-business partners (12.67%), customers (12.67%).
⁽¹⁰⁾ The estimate obtained is based on the assumption that the materiality difference between Angelini Technologies - Fameccanica and its Parent Company, Angelini Industries, is equally distributed between the two parameters of likelihood and severity.

MATERIALITY MATRIX (INSIDE-OUT PERSPECTIVE)



The materiality matrix depicted above shows that the **15 potentially material topics and 2 prerequisites** are concentrated in the medium-high and high severity and medium-low to medium likelihood areas. However, only the **14 topics** to the right of the red line (including the two prerequisites) are to be considered material topics. These topics received likelihood values in the medium-low and medium range and medium-high or high severity, emerging as more urgent, and therefore more relevant, for Angelini Technologies - Fameccanica. The remaining topics, while having a high degree of severity, are therefore less urgent, as they are already adequately addressed within the Company through initiatives and projects implemented in recent years.

Finally, with respect to 2022 and as in 2023, a total of **14 material topics** have been identified, 12 of which known and already reported on in previous years. The two topics "Climate change" and "Partnerships and Stakeholder relations", on the other hand, have emerged as new material topics for Angelini Technologies - Fameccanica and its Stakeholders as of the 2023 report.

A summary of the main impacts identified for each material topic and the associated management approach, as required by the reference standard, is set out below.

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THAT COULD HAVE A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
Energy efficiency - ENVIRONMENTAL	- Environmental impact of the Company and greenhouse gas emissions through procurement from conventional E- or renewable E+ energy sources - Energy crisis management as a result of correct EP+ or incorrect EP- consumption and energy efficiency management - Environmental impact through the creation of socio-economic value and contribution to the development of local energy communities E+	- ISO 50001:2108 (Energy Management System) - Adoption of an energy policy - Commitment to switching to renewable resources (e.g., installation of photovoltaic panels at the Italian headquarters) - Plant renewal initiatives (heat, lighting)
Climate change - ENVIRONMENTAL	- Fighting climate change, through alignment E+ or non-alignment E- with regulations, targets or standards related to emissions and climate change - Air pollution levels impacting local communities in the areas where the Group's production plants are located E- - Local communities' and local areas' level of exposure EP- to extreme weather events (e.g., floods, flooding, hurricanes, desertification, etc.)	- CBAM (Carbon Border Adjustment Mechanism) Regulation - Scope 2 GHG reduction Protocol as a result of self-generation of energy from renewable sources (parking area with photovoltaic panels)
Sustainable management of natural resources - ENVIRONMENTAL	- Preservation of natural resources, the environment and the local community EP+ - Enhancement of staff and market sensitivity and awareness of ESG issues E+ - Impacts of the procurement process and product/ waste disposal process E- and on the availability of products and services with high environmental performance E+	- ISO 14001:2015 (Environmental Management System) - Adoption of an environmental policy - Single Environmental Authorization - Voluntary carbon off-setting (Treedom) and circularity (Sustainable Click) initiative - Measures for waste reduction and recycling (adhesion to the RiVending initiative) - Digitalization (e.g., Paperless, Meeting Rooms and Digital Signature) - Green PCs
Product innovation (R&D - PI) - ENVIRONMENTAL (continued)	- Availability of investment/capital for the benefit of the economic system in which Angelini Technologies - Fameccanica operates (e.g., target sector, geographical area, etc.), with significant effects, for example, on local employment rates E+ - Availability of products and services on the market that meet customer requirements, including from an ESG perspective E+	- Implementation of IoT technology - Portfolio of patents and continuous investment in the development of new technologies - Human resource skill enhancement - GreenPackt® - LIFE ALL-IN

KEY: + Positive impact - Negative impact E Effective P Potential

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THAT COULD HAVE A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
(continued) Product innovation (R&D - PI) - ENVIRONMENTAL	- Contribution to the industry's technological development and ability to meet future customer needs P+ - Availability of technical solutions/products to ensure compliance with new ESG regulations (e.g., environmental sustainability, safety, etc.) and with high environmental performance E+	
Developing and enhancing human capital - SOCIAL	- Employment stability for company personnel and employment impact in the local area E+ - Opportunity for each worker to realize their full potential and enhance their skills professionally EP+ - Dissemination of culture and skills related to Angelini Technologies - Fameccanica's business E+	- Implementation of the Lifelong-Continuous Learning project - Angelini Academy - My Performance for employee performance review - Provision of management training and development, onboarding and technical training - Adoption of flexible starting times and remote work models
Customer centricity and customer satisfaction - SOCIAL	- Satisfaction of actual customer needs and/or requirements E+ - Customer trust in Angelini Technologies - Fameccanica through proper E+ or inadequate E- communication from the Company	- Customer satisfaction surveys and market analysis through the Strategic Marketing Function 24-hour after-sales service and remote assistance - Customized customer-oriented strategies
Partnerships and Stakeholder relations - SOCIAL	- Well-being and prosperity of the main Stakeholders with which Angelini Technologies - Fameccanica interacts (e.g., employees, local communities, business partners, etc.) thanks to the consolidation of the relationship through contact channels and constant dialogue and the transparent management of information in alignment with corporate values and principles E+ - Propagation of social impacts (e.g., health and safety of workers, protection of human rights, appropriate remuneration policies, etc.) and environmental impacts (e.g., greenhouse gas emissions, energy and water consumption, responsible selection of materials, etc.) along the supply chain EP+	- Partnerships with schools and universities - Relations with local suppliers - Customer orientation

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THAT COULD HAVE A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
Diversity, equity, inclusion and human rights - SOCIAL	- Development of awareness and respect for diversity and inclusion, with a focus on valuing individual differences E+ - Employment stability and economic security for all company staff, without discrimination E+ - Gender gap in terms of opportunities, skills and pay E- - Protection of fundamental human and worker rights through protocols, procedures, controls and partnerships in this area E+ - Meritocracy, the principle of "equal pay for equal work" and elimination of the gender gap E+	- Ensuring equal opportunities for all staff and maximum inclusion within the organization - Initiative to align with the UNI PdR 125:2022 and ISO 30415 principles and criteria
Health and safety - SOCIAL	- Protection of the psycho-physical well-being, health and safety of employees and all individuals whose operational activities are under the direct control of the organization E+ - Compliance with applicable laws and regulations (including voluntary) on occupational health and safety, with potential positive or negative impacts on corporate reputation E+/- - Prevention E+ and occurrence E- of injuries and occupational diseases	- Adoption of a health and safety policy - ISO 45001:2018 (Health and Safety Management System) - Annual audit of health and safety measures - Compliance with the Consolidated Health and Safety Act and the national collective labor agreement - Welfare Plan for Angelini Technologies - Fameccanica employees
Creation and distribution of economic value - GOVERNANCE	- Well-being and prosperity of the main Stakeholders with which Angelini Technologies - Fameccanica interacts (e.g., employees, local communities, business partners, etc.) E+ - Creation and/or distribution of economic and employment value for Stakeholders E+ - Employee well-being and prosperity EP+ - Social impacts from high E+ or reduced E- employment stability linked to turnover and talent attraction dynamics	- Accounting systems - Performance monitoring - Ensuring stability and continuity of employment for its employees

KEY: + Positive impact - Negative impact E Effective P Potential

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THAT COULD HAVE A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
Cybersecurity and information security - GOVERNANCE	- Protection of the security and confidential information of customers and all parties with which the organization interfaces E+ - Dissemination, throughout the value chain, of personal data protection practices, with repercussions for the local area and the rights of the community E+ - High-performance products with low cybersecurity vulnerability E+	- ISO 27001:2013 (Information Security Management System) - Employee training and engagement policy - Continuous monitoring of security level through external assessments - Investment in technology for digital identity protection, physical protection and logical protection
Responsible sourcing - GOVERNANCE	- Creation of a local supply chain E+ - Environmental and social impacts related to activities performed and the organization's contractors EP+/- - Value E+ for the target area, through collaboration between Angelini Technologies - Fameccanica and its supply network (e.g., opportunities for growth and realization of economies of scale and learning, etc.)	- Strictly local supply chain - Supplier performance evaluation system - Code of Ethics
Ethics and compliance - PREREQUISITES	- Upholding the Code of Ethics and legality, prevention or contrast of unlawful behavior in areas such as the laundering of profits from illegal activities, bribery and corruption, anti-competitive behavior, etc. E+ - Compliance with applicable laws and regulations (including voluntary) on economic, environmental and social matters, enhancing corporate reputation E+ - Well-being and prosperity of key Stakeholders with which the organization interacts EP+	- Application of the corporate Code of Ethics - Establishment of the Whistleblowing and Privacy system - Adoption of the organization, management and control model pursuant to Legislative Decree no. 231/2001 - Privacy Model - EcoVadis Gold Medal - Voluntary Sustainability Report and Limited Assurance
Quality and product safety - PREREQUISITES	- Material quality and durability E+ - Product safety for the customer and end consumer E+ - Customer satisfaction by acting on service quality levels and attention to product details E+	- ISO 9001:2015 (Quality Management System) - Lean Six Sigma program - Plant conformity in line with Legislative Decree no. 17/2010 and compliance with the UL 508A standard regulating the design and construction process for switchgears

THE SUSTAINABILITY REPORTING APPROACH

As part of the 2030 Agenda - an action program signed in 2015 by **193 nations** - the UN launched the **17 Sustainable Development Goals (SDGs)**, broken down into **169 Targets** to be achieved by **2030** with reference to sustainability topics. The Agenda requires strong involvement and support from everyone: individuals, countries, public and private sector companies, with the ultimate intent of “leaving no one behind”.

Our strong commitment to **sustainability** reflects our deep conviction that innovation, inclusion, talent development, environmental protection and care for the communities in which Angelini Technologies - Fameccanica operates are fundamental for a new sustainable model for economic, entrepreneurial and social progress.

To demonstrate its commitment to the Sustainable Development Goals (SDGs), Angelini Technologies - Fameccanica conducted a **self-assessment** of its alignment with the Agenda 2030 goals integrated into its business model. This was carried out through a dedicated project and a specialized working group that engaged employees across the organization. Each team member contributed qualitative and quantitative data using the SDG Action Manager assessment tool. The most recent assessment remains valid for the current business model.



The tool, developed by the **United Nations Global Compact and B Lab**, is designed to help companies measure and enhance the impact of their sustainability **performance**. It supports organizations in advancing their progress towards the SDGs through dynamic self-assessment, benchmarking and continuous improvement.

In 2025, through Angelini Holding, Angelini Technologies - Fameccanica joined **Global Compact**, thus committing, along with the other Group Companies, to complying with its 10 core principles about human rights, labor, the environment and anti-corruption.

The chart below illustrates how Angelini Technologies - Fameccanica’s business model contributes to all SDGs, with a particular emphasis on **SDG 8** (Decent work and economic growth), **SDG 9** (Industry, innovation and infrastructure) and **SDG 3** (Good health and well-being), followed by contributions to the other SDGs.



Although, at present, the Board of Directors has not conferred any specific powers in relation to ESG topics, in order to manage sustainability matters and **create synergy between the various organizational units**, Angelini Technologies - Fameccanica has set up an interdepartmental **Sustainability Team** that carries out brainstorming, mapping and constant monitoring of ESG initiatives undertaken by the Company, as well as information sharing.

One of the results produced by the Sustainability Team is the mapping of ESG topics of interest to Angelini Technologies - Fameccanica, in addition to their potential contribution to individual **SDGs**, and the organizational areas involved. This mapping represents a key step in any sustainability initiative, supporting efforts to strengthen corporate culture and raise awareness of the SDGs, as well as identifying concrete actions that contribute to their achievement.

ESG ISSUES	AREA/FUNCTION INVOLVED	SDGs
Diversity, Inclusion. Gender Equality & Education	HR & Organization	   
Employee Mobility: Business Travel & Employee Commuting	HR & Organization	 
Health, Safety & Environment	HSE	     
Energy, Buildings & Utilities Aspects	Shared Services	
Green/Sustainable Procurement	Procurement	
Value Chain (Transportation & Distribution)	Logistics	   
Sustainable Business Model: ESG Identity/ Corporate Purpose, Strategy	Business Development	     
Process & Production Aspects	Operations	 
Sustainable Product & Marketing Aspects	Marketing/Sales	 
Sustainable Design	R&D/Engineering	 
Testing/Production Aspects	Engineering	  
Digital Factory	ICT/Business Development	 
Communication Aspects (Initiatives, Community, Reporting, etc.)	Communication	  
Sustainable Finance & Corporate Economic Governance	Finance	 
Legal Affairs & Corporate	Legal	 

OTHER SUSTAINABILITY INITIATIVES

In addition to the aforementioned project, Angelini Technologies - Fameccanica has undertaken additional **sustainability-related** initiatives in recent years, extending its commitment to different areas of its organization. These activities involved all **company Functions**, helping to integrate sustainability principles into internal processes, corporate culture and Stakeholder relations. Interventions have included improving energy efficiency, reducing waste, adopting circular economy practices, developing training paths and strengthening inclusion policies, among others, with the aim of promoting continued evolution toward an increasingly responsible and long-term oriented business model:

- digitalization (e.g., Paperless, Meeting Rooms and Digital Signature);
- production (e.g., Server 2.0, Digital Factory, App Digital & IOT-Internet of Things, Service 2.0 and fleet upgrade);
- procurement (e.g., Warehouse picking & paperless, warehouse internalization and 3D printing);
- HR & organization (e.g., Work-life balance, Agile work, career guidance and collaborative development, TecnicaMente, PCTO, Tech in Class);
- HSE (Health, Safety, Environment)(e.g., Waste management, phytostatic risk assessment and CO₂ offsetting);
- R&D/engineering (e.g., LIFE ALL-IN and Sustainable packaging);
- Shared Service/Energy (e.g., lighting upgrade of Angelini Technologies - Fameccanica plant, replacement of hydro-filter pumps and plant digitalization).

The expected benefits of implementing the initiatives described above include a wide range of positive impacts, including reduction in CO₂ emissions, more efficient management of waste and waste collection areas, reduced plastic use and resource waste, as well as lower operating costs. Such actions also contribute to the improvement of well-being and working conditions within the organization. Some of these initiatives are discussed in more detail in the relevant paragraphs and chapters of this Sustainability Report.

Angelini Technologies - Fameccanica is a member of Confindustria Chieti Pescara and UCIMA, the national trade association that brings together, represents and assists Italian manufacturers of packaging and wrapping machinery.

The Company is also a member of several other professional trade associations, including:

- **Sustainability Makers**: an association that brings together professionals from companies and organizations with a strong focus on sustainability for the implementation of strategies or projects;
- **AIAS (Italian Environmental and Safety Association)**, a leading organization in Italy for professionals and companies committed to the protection of health, occupational safety and environmental sustainability;
- **ASSIDAL (Italian Employers’ Activities Association)**: association representing and supporting employers in occupational health and safety, environmental protection and business management;
- **Digital Industries World**: global network supporting digital transformation in industry.

3. Governance

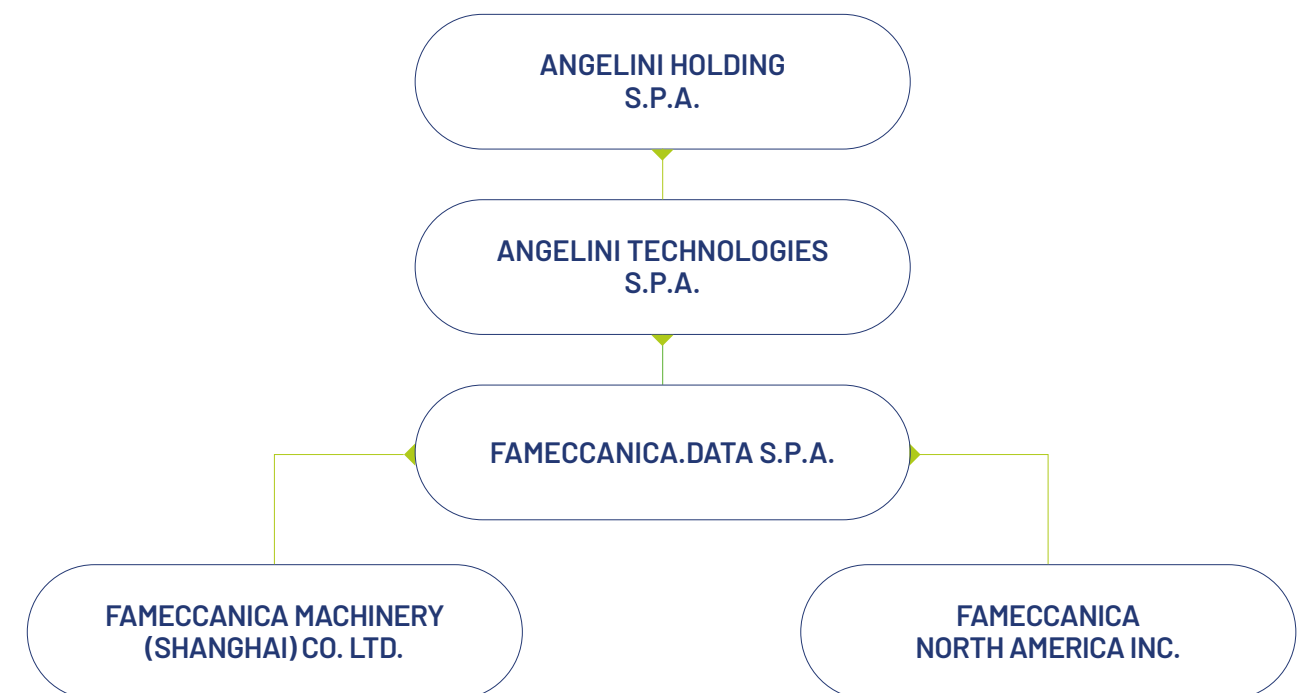


CORPORATE GOVERNANCE MODEL

The Angelini Technologies division, a wholly owned subsidiary of Angelini Holding S.p.A., the Parent Company of the multinational Angelini Industries Group, consists of Fameccanica.Data S.p.A., single-member company, and the two wholly-owned subsidiaries Fameccanica Machinery (Shanghai) CO. Ltd. and Fameccanica North America Inc. Fameccanica.Data S.p.A., single-member company, is coordinated and managed by Angelini Holding S.p.A.

Angelini Technologies – Fameccanica’s corporate governance model, grounded in principles of fairness and transparency, embeds sustainability into both its business strategy and operational framework. Indeed, the corporate governance system is not only an essential tool for ensuring the effective management and control of the Company’s activities, but is also oriented towards creating value for shareholders, ensuring economic and financial stability, monitoring business risks and providing transparency to Stakeholders and the market.

The Board of Directors, the Board of Statutory Auditors, the Supervisory Body and the Independent Auditors guarantee the quality and accuracy of the information provided to third parties, reported both in Angelini Industries’ Consolidated Sustainability Report and this Sustainability Report¹¹.



⁽¹¹⁾ The Board of Directors approved this Sustainability Report on September 16, 2025 in accordance with the Intercompany Procedure - Management Process for the Preparation and Publication of the 2024 Sustainability Reports and Profiles approved on March 13, 2025, while the Sustainability Team coordinates ESG reporting, the results of which are shared periodically with the Leadership Team.

CORPORATE BODIES

The Board of Directors is responsible for managing the Company’s ordinary and extraordinary operations, except for matters reserved by law or the Company’s By-laws to the shareholders. Within the scope of their delegated powers, the CEO serves as the Company’s legal representative.

Members of the **Board of Directors (BoD)** are nominated and subsequently appointed through a resolution of the shareholders¹². This board consists of one executive director and two non-executive directors¹³, as shown in the table below.

BoD AS OF 06/27/2025 ¹⁴	Gender	Age group	Position
Sergio Marullo di Condojanni	Male	30-50	Chairman of the BoD
Luigi De Vito	Male	>50	CEO
Francesco D’Aponte	Male	>50	Director

The Company mitigates potential conflict of interest situations by implementing and enforcing the procedures, systems and organizational measures set forth within the Organization, Management and Control Model and the Code of Ethics. In addition, the Group has a specific Policy regarding the management of conflicts of interest.

The **Board of Statutory Auditors**, composed of three standing auditors and two alternate auditors, oversees the activities of the Directors, ensuring that the Company is managed in accordance with the applicable law and the deed of incorporation.

BOARD OF STATUTORY AUDITORS AS OF 06/27/2025	Gender	Age group	Position
Riccardo Tiscini	Male	>50	Standing auditor - Chairman
Marco Mignani	Male	>50	Standing auditor
Lorenzo Barbone	Male	>50	Standing auditor
Simone Scettri	Male	>50	Alternate auditor
Nicoletta Mazzitelli	Female	>50	Alternate auditor

⁽¹²⁾ Pursuant to the Italian Civil Code, the Company is not required to have internal committees.

⁽¹³⁾ The Company’s Directors are all employees of the Angelini Industries Group; therefore, no independence criteria are applicable. They remain in office for the period established by the Shareholders’ resolution of appointment, up to a maximum of three years, as provided for in the Company’s By-laws. Therefore, their term of office expires on the date of the meeting called to approve the financial statements for the last year of their office, except for the causes of termination and forfeiture provided for by law and the Articles of Association.

⁽¹⁴⁾ The composition of the BoD as of December 31, 2024 is provided in the appendix to this report. The CEO was appointed by the BoD at the meeting held on February 18, 2025, as recorded in the relevant minutes.

The **Supervisory Body (SB)** is responsible for supervising and regularly verifying the effectiveness of the Company’s Organization, Management and Control Model, as well as updating the Model after regulatory or organizational changes.

SUPERVISORY BODY AS OF 12/31/2024	Gender	Age group	Position
Daniele Del Monaco	Male	>50	Standing member
Luigi Fischetti	Male	>50	Standing member - Chairman
Giovanni Battista Call	Male	>50	Standing member

ANGELINI TECHNOLOGIES - FAMECCANICA LEADERSHIP TEAM

The management and supervisory bodies are supported by the Leadership Team, consisting of the heads of the various company Functions, as listed in the table below. This team plays a strategic role, ensuring effective coordination among the various operating areas and contributing to the implementation of decisions and the setting of corporate guidelines.

LEADERSHIP TEAM AS OF 06/01/2025 ¹⁵	Gender	Age group	Position
Luigi De Vito	Male	>50	CEO
Luca Cesiro	Male	>50	Global Operations Director
Andrea Geromin	Male	30-50	Global Purchasing Director
Anna Pia Chiarandini	Female	30-50	Head of Global Communication
Francesco D’Aponte	Male	>50	Global Engineering Director
Giovanni De Deo	Male	30-50	Group Chief Financial Officer
Gabrio Leoni	Male	>50	Head of Global Project Management Head of After Sales
Fabio La Cava	Male	>50	Global HR & Organization Director
Paola Olivieri	Female	30-50	Head of Business Development & Marketing
Nicola Ranalli	Male	>50	Head of Legal Affairs
Francesco Scarrico	Male	>50	Global IT & Process Improvement Director
Gloria Liu	Female	30-50	FMS Site Manager
Nicola Zampognaro	Male	30-50	FNA General Manager

⁽¹⁵⁾ The composition of the Leadership Team as of 12/31/2024 is provided in the appendix to this report.

SUSTAINABILITY INDUCTION

In 2024, Angelini Technologies – Fameccanica continued its ESG training efforts, reinforcing the initiatives launched in 2023. The program again involved members of the BoD and Leadership Team, with refresher sessions aimed at strengthening skills in sustainability governance.

The focus was on the evolution of the European regulatory framework and the strategic integration of ESG factors into corporate management, with particular attention to the impacts on long-term value and competitiveness. The training content delved into the new **CSRD** and **ESRS** requirements, the **double materiality** approach, the increasing relevance of **forward-looking information**, as well as updates related to the **EU Taxonomy**, the **Sustainable Finance Action Plan** and the **Sustainable Finance Disclosure Regulation (SFDR)**.

These training activities offered a valuable opportunity to share tools and perspectives that support a business model increasingly focused on resilience, innovation and transparency, aligned with the expectations of Stakeholders, financial institutions, customers and rating agencies.

LEGAL AFFAIRS AND CORPORATE GOVERNANCE

Within Angelini Technologies – Fameccanica, the Legal Affairs Function plays a key role in regulatory oversight, ensuring **constant updates with respect to the evolution of laws and their interpretations**. This makes it possible to readily adapt the internal regulatory framework, ensuring that all business activities are conducted in full compliance with current legislation. The Function also ensures compliance with legal requirements both within the organization and in its interactions with external Stakeholders.

In addition to fulfilling a supervisory role, Legal Affairs promotes the dissemination of ethical and responsible behavior among different departments, actively contributing to strengthening the Company's sustainability positioning and enhancing its identity. Through the identification of alternative and innovative solutions, the Function fosters the **integration of sustainability principles into daily business practices**, sharing skills and values with other areas of the organization.

Legal Affairs also supports the various company Functions in ensuring **compliance with ESG regulations and standards**, acting as a bridge between operational needs and regulatory requirements¹⁶.

The Function's priority objectives include promoting sound governance and fostering a corporate culture grounded in legality, transparency, traceability, fairness, anti-corruption and the protection of fundamental rights.

To this end, the Function ensures compliance through:

- the adoption, monitoring and constant updating of the main internal regulatory tools, such as the **Organization, Management and Control Model (OMCM) pursuant to Legislative Decree no. 231/2001 and the Company's Code of Ethics**. The new OMCM was approved by the Board of Directors of

⁽¹⁶⁾ A concrete example of environmental sustainability put in place by the Company's Legal Affairs Function is the reduction of paper materials used. This was achieved, in particular, through the digitization of both contract flow management processes and the storage of all business documentation having legal/probative value (DocuSign platform).

- Fameccanica.Data S.p.A. on March 27, 2024;
- ensuring that the processing of personal data – whether of employees, customers or suppliers – is conducted lawfully, fairly and transparently. Privacy compliance is ensured not only through adherence to applicable regulations and directives issued by relevant authorities, but also through the implementation of an appropriate **Privacy Organizational Model (POM)**¹⁷.

In 2024, there were no complaints about breaches of customer privacy, nor were there any leaks, thefts or losses of customer data.

INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM

Angelini Technologies – Fameccanica's Internal Control and Risk Management System, an integral part of the Company's Corporate Governance Model, consists of the people, tools, organizational structures, regulations and business practices designed to ensure that business management aligns with corporate objectives.

The Company is constantly striving to promote and consolidate a culture based on **integrity** and **probity** in its daily operations. Angelini Technologies – Fameccanica operates in full compliance with applicable laws and regulations and ensures that the entire organization shares and adopts these principles.

Aware of the importance of effectively preventing and managing risks related to its activities, the Company has implemented a series of measures to monitor and guard against factors that could lead to negative impacts in terms of both actual and potential risk.

Angelini Technologies – Fameccanica's approach to risk management is based on the Angelini Industries Internal Control and Risk Management System (ICRMS), which includes a set of tools, standards and rules valid at the Group level, aimed at managing the following main risks: privacy risk, cyber risk, reputational risk and anti-corruption risk.

Angelini Technologies – Fameccanica's **Corporate Governance** model, grounded in principles of fairness and transparency, embeds sustainability into both its business strategy and operational framework. The **Sustainability Team** coordinates ESG reporting, the results of which are shared periodically with the Leadership Team, while the Board of Directors receives updates through related reports.

With reference to due diligence, a **risk assessment** was carried out in 2023 pursuant to Legislative Decree no. **231/2001**, leading to the drafting of the Company's new Organization, Management and Control Model (OMCM), which was approved in 2024.

⁽¹⁷⁾ Through this document, the Company identifies business strategies, general guidelines and internal operating policies, as well as roles, duties and responsibilities for the proper management of personal data protection within the company's operations, in accordance with applicable privacy regulations.

PRIVACY RISK

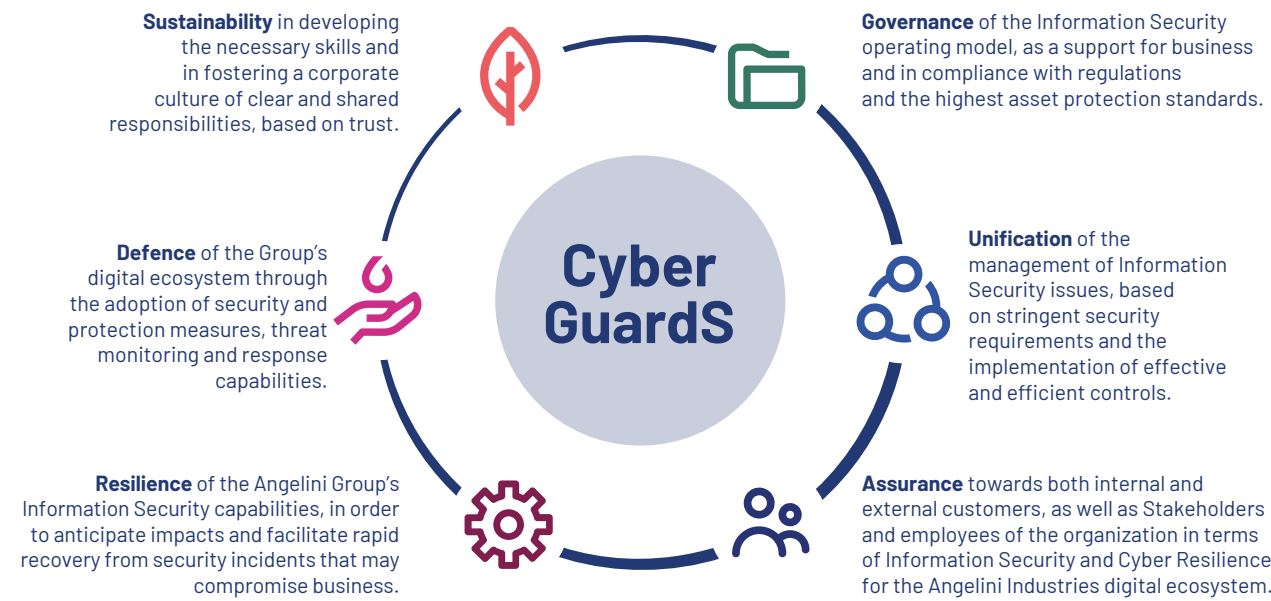
Angelini Technologies - Fameccanica adopts specific Guidelines established at the Angelini Industries level, which clearly define the roles and responsibilities of all figures involved in the processing of **personal data**. These guidelines also define the general principles and operational procedures to be followed when processing data, as well as the systems and processes required to ensure the effectiveness and efficiency of the privacy management system.

As mentioned earlier, privacy risk management is ensured not only by monitoring compliance with applicable legislation and measures adopted by national and European authorities, but also through the adoption of a **Privacy Organizational Model (POM)**. To complement this model, an **Electronic Data Processing Register** has been created, in line with the provisions of **European Regulation 2016/679**, which is an essential component of corporate compliance with regard to the protection of personal data and its proper management.

CYBER RISK

In line with Angelini Industries Group standards, the Company places the highest priority on information security and remains fully committed to the ongoing management of related risks. This commitment is reflected in the adoption of an **Information Security Management System** designed to ensure data protection and operational security across all business activities.

Angelini Industries' Information Security strategy, called **"Cyber GuardS"**, consists of the 6 pillars shown in the infographic.



The nature of Angelini Technologies - Fameccanica's business and the confidentiality of the data it handles make the organization potentially susceptible to cyber attacks. To mitigate these risks, the Company has implemented an **ISO/IEC 27001-certified** Information Security Management System.

In 2024, Angelini Technologies - Fameccanica passed the surveillance audit for the information security certification, confirming the soundness and effectiveness of the management system adopted. In line with legislative developments, the Company also commenced the process for adapting to the revised standard during the year, to ensure its full implementation within the legal timeframe.

ETHICS AND COMPLIANCE

CODE OF ETHICS

For Angelini Technologies - Fameccanica, the **Code of Ethics** serves as a fundamental point of reference for defining and communicating the values, principles and responsibilities that the Angelini Industries Group recognizes, shares and is committed to upholding. With this in mind, by resolution of the Board of Directors, the Company formally adopted the Code of Ethics of Angelini Industries, considering it to all intents and purposes a binding corporate document for all Functions. The content of the Code of Ethics was the focus of **dedicated training courses** for all Angelini Technologies - Fameccanica personnel, aimed at ensuring comprehensive understanding and consistent application in daily operations.

SHARED VALUES AND PRINCIPLES

Angelini Technologies - Fameccanica's Code of Ethics serves as a guiding framework for business conduct, addressing the ethical and behavioral expectations of stakeholders - including employees, the community, the market, civil society and future generations. The Company conducts its operations based on fundamental, non-negotiable values such as honesty, fairness, integrity, legality, transparency, equity, accountability, anti-corruption and respect for the individual. These principles form the foundation of its business ethics and guide every decision and action.

The Code of Ethics enshrines the Company's commitment to protecting the dignity, equality and freedom of human beings, as well as the cultural and physical integrity of the individual. Angelini Technologies - Fameccanica promotes respect for opinions and differences, without allowing any form of direct or indirect discrimination related to age, gender, sexual orientation, gender identity, health status, race, ethnic origin, nationality, religious beliefs or political opinions of its interlocutors.

All individuals working at Angelini Technologies - Fameccanica, regardless of their role or level of responsibility, are expected to fully adhere to the principles outlined in the Code of Ethics and to integrate them into their daily activities. Respect for these principles is not only a moral obligation, but is a fundamental component of the quality, reliability and professionalism of one's work.

Angelini Technologies - Fameccanica recognizes the importance of conducting its business in an ethical and responsible manner, respecting internationally-recognized human rights in all its operations. The Company recognizes the importance of key issues such as worker health and safety, non-discrimination, privacy protection, the prevention of forced and child labor and the promotion of fair and favorable working conditions. In line with the United Nations Guiding Principles on Business and Human Rights, Angelini Technologies - Fameccanica intends to focus on the risks that could have the most significant impact on the people involved in its operations, including employees, workers of its main business partners and local communities. The Company aims to continuously update its policies to reflect the changing external environment and its own operations.

ORGANIZATION, MANAGEMENT AND CONTROL MODEL

The most recent update to Angelini Technologies - Fameccanica's **Organization, Management and Control Model (OMCM)** dates back to March 2024. Assisted by a leading law firm, the Company carried out a thorough risk assessment in 2023. This process engaged all company functions, enabling a thorough and effective identification of key risk areas.

Upon completion of the assessment, the Board of Directors resolved to officially adopt the **new Model** in March 2024. This update reflects the Company's commitment to maintaining a control and management system that remains aligned with current regulations and evolves in step with the Company's organizational and operational developments.

Legislative Decree no. 231/2001 introduced into the Italian legal system the concept of **corporate administrative liability** for certain offenses committed **in the interest or to the benefit of the organization** by individuals in senior positions or under its direction and control - such as directors, employees, collaborators, agents and consultants.

In this context, **adopting and effectively implementing an Organization, Management and Control Model (OMCM)** is not only a means for the Company to be held harmless from liability for certain offenses, but also represents a **significant act of social responsibility**.

Indeed, this model not only provides legal protection for the Company, but also **promotes an ethical, transparent and law-abiding corporate culture**, delivering **tangible benefits to all stakeholders**, including shareholders, employees, customers, suppliers, creditors and the broader community. In summary, it serves as a tool that fosters trust, supports sustainability and strengthens the Company's long-term resilience.

One of the core objectives of the OMCM is to **cultivate a culture of legality and respect for rules** among all individuals acting on behalf of the Company. This includes **employees, corporate bodies, consultants and business partners** involved in activities considered sensitive.



The aim is to **strengthen awareness** of individual roles and responsibilities, ensure adherence to established procedures and protocols and highlight the **ethical and preventive value** of the OMCM, ultimately working **to prevent the commission of the offenses set forth in Legislative Decree no. 231/2001**.

The effectiveness and practical application of the OMCM are ensured by:

- **the ongoing monitoring carried out by the Supervisory Body (SB)**, which is responsible for overseeing compliance with and updating the OMCM;
- **the adoption of a system of sanctions** - whether disciplinary or contractual - that ensures the enforcement of concrete measures in response to non-compliant behavior, thereby reinforcing the Company's genuine and operational commitment to preventing misconduct.

CONFLICT OF INTEREST MANAGEMENT

Angelini Technologies - Fameccanica mitigates potential conflict of interest situations by implementing and enforcing the procedures, systems and organizational measures set out in the **OMCM** and the **Code of Ethics**.

In addition, Angelini Industries has adopted a **Conflict of Interest Management Policy**, which outlines the general and fundamental principles designed to ensure compliance with all applicable regulations and to align all Group Companies with national and international best practices in this area.

The Group Policy was established to ensure that its representatives, officers and all individuals who, for various reasons, collaborate with Angelini Industries Group Companies (suppliers, consultants, partners, etc.) conduct their activities lawfully, ethically and transparently. This conduct must align with the Group's core values and corporate purpose, thereby helping to prevent the commission of offenses and any other unlawful or improper behavior.

In accordance with the Group Policy, Angelini Technologies - Fameccanica's Board of Directors and management comply with rules that ensure all transactions are conducted with **integrity, transparency and fairness**. They are committed to fostering and promoting an ethical and law-abiding corporate culture throughout the Company.

WHISTLEBLOWING MANAGEMENT SYSTEM

Angelini Technologies - Fameccanica has implemented a **whistleblowing system** designed to allow the reporting - including anonymously - of suspected irregularities or misconduct that come to an individual's attention. This system is governed by a special Policy that clearly defines how reports are made and handled.

Specifically, the Policy has the following objectives:

- provide clear operational guidance on the subject, content, recipients and transmission channels for reports, as well as the protective measures available to whistleblowers, in accordance with applicable legislation;
- define procedures for assessing the validity of received reports in order to implement appropriate corrective and disciplinary actions, when necessary.

The Company strictly prohibits and condemns any form of retaliation or discrimination - whether direct or indirect - that could negatively impact the working conditions of individuals who submit a report. Any unjustified disciplinary actions or other measures that negatively affect the whistleblower's working conditions are considered retaliatory or discriminatory.

PREVENTION OF CORRUPTION AND BRIBERY

In 2024, Angelini Industries introduced a **Global Anti-corruption Policy** valid for the entire Group, including **Angelini Technologies - Fameccanica**. This document outlines the guiding principles and operational procedures to be followed in order to prevent incidents of corruption or bribery and to ensure conduct that aligns with the Company's core values.

To support the implementation of the policy, a **mandatory training program** has been prepared for all staff, including members of the Board of Directors. The course includes updates on **Legislative Decree no. 231/2001**, the Anti-Corruption Policy and the management of relations with public officials. During the year, the Policy was distributed to all employees and management bodies, confirming the Group's commitment to a corporate culture based on **transparency, legality and integrity**.

Through the Policy, the Group strongly condemns any abuse of power or fiduciary position for personal gain. Such behavior can take different forms, such as **fraud, extortion, corruption or bribery**, and is deemed unacceptable under all circumstances. The Group's goal is to promote an ethical and responsible work environment that safeguards the trust placed in it by employees, customers and all Stakeholders.

In line with the **OECD Convention on Combating Bribery** of Foreign Public Officials in International Business Transactions, the Group reaffirms its commitment to combating all forms of wrongdoing, including on a global scale.

From an operational perspective, any process involving the exit of financial resources from the Company must follow **formalized procedures** that ensure an adequate level of control. Specifically, the Policy ensures:

- **segregation of duties** among decision-makers, those responsible for execution and those tasked with oversight and control;
- **documentary traceability** of every material step;
- an appropriate level of **formalization** of decision-making processes.

Compliance with the **Global Anti-Corruption Policy** is mandated for suppliers through the general terms and conditions of purchase established by Angelini Technologies - Fameccanica. The General terms and conditions of purchase are presented to each supplier for signature during the registration process on the Company's portal. No supplier is permitted to provide services or deliver goods to the Company without having completed the registration process within the designated management system.

Lastly, **no incidents of corruption or bribery occurred during the 2024 reporting period**.

CERTIFICATIONS AND BEST PRACTICES

The interest in and respect for all those who come into contact with Angelini Technologies - Fameccanica, together with the recent needs of the global market, have led the Company to develop a particular sensitivity to the aspects of **environment, energy, occupational health and safety**, information security, quality and customer satisfaction. To this end, the Company has voluntarily adopted and implemented relevant management systems based on **international standards**, aimed at monitoring performance and achieving certification through periodic third-party audits conducted by accredited bodies. Additionally, the Company has adopted Group policies, including the Whistleblowing, Privacy and Anti-Corruption Policies, as well as the Code of Ethics.

Certifications ensure a commitment to quality, information security, environmental protection and human health and safety through energy-efficient processes.

In Italy, the Company has continued to **integrate its various Management Systems** to eliminate procedural redundancies, foster synergies across key management phases and consolidate existing activities that serve multiple purposes, enabling them to be combined, leveraged and distributed more effectively within the integration process. All of this is aimed at **enhancing operational effectiveness and efficiency** by adopting tools that ensure control over business processes and activities, through an **Integrated Policy System** aligned with the relevant specific policies.

INTEGRATED POLICY SYSTEM



In line with the principles of **Ethics and Responsibility**, **Innovation, Performance** and **Engagement** and in compliance with **ESG** (Environmental, Social and Governance) criteria, Angelini Technologies - Fameccanica is committed to **creating value** and driving **continuous improvement** through a structured approach. This includes managing cybersecurity, promoting the quality of products and services, safeguarding employee health and safety and minimizing environmental impact, as well as energy consumption.

In 2024, the Company also continued to analyze criteria for the implementation of **Diversity, Equity & Inclusion** criteria and principles in accordance with national and international standards.

QUALITY MANAGEMENT

ISO 9001 defines the requirements for the implementation of a Quality Management System and is the most well-known and widespread standard for ensuring continuous improvement of quality standards. Renewal of certification through third-party recertification audits was carried out in 2024.

In this regard, the Company has also adopted the **Lean Six Sigma** methodology, which combines the principles and tools of Six Sigma and Lean Production in order to eliminate waste (Muda), optimizing the use of resources, work areas and production cycles, while ensuring high quality in production and process management through the application of the five DMAIC phases: Definition, Measurement, Analysis, Improve and Control.

Proper adoption of this methodology can ensure, on one hand, improved product or service quality by eliminating production defects and controlling issues by looking at the standard deviations for processes (Six Sigma), and on the other hand, reduced waste, optimized resource use and enhanced customer value, while also maintaining achieved quality levels through the principle of continuous improvement (Lean Production).

INFORMATION SECURITY

In 2024, Angelini Technologies - Fameccanica successfully confirmed its third-party certification under the **ISO/IEC 27001** Information Security Management standard during the surveillance audit, demonstrating the Company's commitment to international best practices in information security and ensuring independent, qualified auditing by an accredited third party.

ISO/IEC 27001 AND INFORMATION SECURITY LEVELS

The ISO/IEC 27001 standard includes a set of specific controls, some of which may also address aspects related to Stakeholders such as employees, suppliers and customers. These controls cover areas such as human resources security, asset management, logical access control, encryption, physical and environmental security, operational security, communications security, application security management, supplier relationships relevant to information security, incident management, regulatory compliance and business continuity management.

In particular, with reference to the information security process, the Company manages this issue in the following different ways:

- **employee training and engagement** policy (all employees attend cybersecurity courses, through an online security education platform and benefit from a newsletter with practical examples);
- **continuous monitoring of the security level** through external assessments;
- **investments in technology** for digital identity protection, physical protection and logical protection.

PROTECTION OF THE ENVIRONMENT AND PEOPLE

Angelini Technologies - Fameccanica also maintained the following certifications through third-party surveillance audits:

- **ISO 45001 - Occupational Health and Safety.** The ISO 45001 framework is one of the most widely recognized international standards for managing occupational health and safety, aimed at helping organizations create a safe and healthy work environment for employees and visitors alike;
- **ISO 14001 - Environmental Management.** ISO 14001 is the certified standard that demonstrates that the Company has an adequate management system to keep the environmental impacts of its activities under control and systematically seeks their improvement in a consistent, effective and sustainable manner;
- **ISO 50001 - Energy Management.** ISO 50001 certification outlines the requirements for establishing, implementing, maintaining and improving an energy management system.

These certifications represent a significant acknowledgment of Angelini Technologies - Fameccanica's responsible approach and ongoing commitment to continuous improvement in the areas of **health, environmental stewardship and energy management**.

AUTHORIZED ECONOMIC OPERATOR

Angelini Technologies - Fameccanica has been granted **AEO (Authorized Economic Operator)** status **for both Customs Simplifications (AEOC) and Security (AEOS)**. The AEO concept is based on internationally recognized standards and represents a partnership between customs authorities, the European Union and trading companies. The status is recognized in the 27 member countries of the European Union.

AEO status certifies that a company is considered reliable and trustworthy by customs authorities. It is part of the broader digitalization of customs procedures, aimed at streamlining interactions between private entities and regulatory bodies involved in international trade compliance and control.

It offers the following benefits: fewer security checks, priority in customs clearance, business continuity mechanism and access to a faster and more reliable supply chain. In addition, AEO-certified companies also enjoy a preferential channel in all those countries where mutual recognition agreements for AEO status are in place: Norway, Switzerland, Japan, Andorra, the United States and China.



In this regard, the Company annually transmits the self-monitoring model in order to maintain certification, as required by the relevant provisions.

ECOVADIS (SUSTAINABILITY RATING)

In a world that is increasingly oriented towards the development and adoption of sustainable practices that create value while minimizing environmental impacts and addressing social needs, adherence to international compliance standards and eco-sustainability principles plays a crucial role and represents a key competitive advantage.

An increasing number of companies require their suppliers to comply with a set of ethical and eco-sustainability requirements for mapping of the value chain, moving toward a sustainable business model with a proactive multi-stakeholder management approach and a medium to long-term time horizon.



EcoVadis is one of the most influential international platforms for sustainability ratings, assigning a score that reflects a company's commitment to sustainability performance. This is done through the analysis of policies, initiatives and results, thus providing transparency to an audience increasingly concerned about the sustainability of their supply chains.

EcoVadis is one of the world's largest providers of environmental sustainability ratings, covering over 150,000 companies. It offers solutions for continuous monitoring and optimization of sustainability performance across supply chains worldwide. The assessment model, based on globally recognized standards, such as **GRI** (Global Reporting Initiative), **UNGC** (United Nations Global Compact) and **ISO 26000** (Guidance on Social Responsibility), is overseen by an international scientific committee. It involves questionnaire-based evaluation of the supplier's performance in the following four macro-areas: **Environment, Labor and Human Rights, Ethics and Sustainable Procurement**.

As proof of its focus on ESG issues, Angelini Technologies - Fameccanica did extremely well in EcoVadis' corporate sustainability assessment in Italy, receiving the **Gold Medal**. It ranked in the top **5% of the companies assessed at international level** with the best scores and in the **top 1% of the best-performing companies in its sector**.

ECOVADIS
POST
LINKEDIN
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4. Innovation and Digitalization



APPROACH TO INNOVATION

For Angelini Technologies - Fameccanica, innovation means tackling complex challenges with a broad vision, advanced tools and solutions that overcome traditional design limitations. This approach is a core component of the Company's strategy, built on three key pillars: investment in cutting-edge technology, development of internal capabilities and digital integration.

RECOGNIZED AND PATENTED INNOVATION

In recent years, the Company has been recognized as one of the most innovative companies in Italy in terms of the number of patents filed with the EPO. To date, it has more than **1,200 active patents**, relating to more than **270** separate **inventions**.

Moreover, in 2024, Angelini Technologies - Fameccanica was featured in the "Italy of Patents. Successful Inventions and Innovations" exhibition hosted by the Ministry of Enterprises and Made in Italy. With a focus on the Converting and Automation & Robotics sectors, the Company introduced its innovations by filing two separate patents: **S15** and **Greenpackt®** (see the "Innovation is also sustainability" section below for more information).

INNOVATION IS ALSO SUSTAINABILITY

LIFE ALL-IN PROJECT

In recent years, Angelini Technologies - Fameccanica has launched numerous national and international projects, supported by strategic investments aimed at adopting advanced technologies and enhancing the capabilities of its R&D team.

One of the most notable initiatives is **LIFE ALL-IN**, part of the European LIFE program. This project introduces an innovative and sustainable process that, for the first time, combines the **Absorbent Hygiene Product (AHP)** manufacturing with the in-line processing of raw materials - traditionally handled offline - within the same machine.

The three-year project resulted in the development of solutions that optimize the production chain by integrating advanced systems with existing technologies. Some of these processes, refined through 2024, remain operational within the R&D division for customer demonstrations and sample production - such as the 3D Topsheet - which has received positive feedback. In many cases, it was also possible to test compatibility with materials provided directly by customers.

Although the project formally concluded in 2024, it will remain active through 2027 to support further experimentation and the production of new products based on the developed processes.

The environmental results are already clear: an **8% reduction in raw material consumption**, a **10% cut in CO₂ emissions** and a significant **reduction in waste**, as validated by the Life Cycle Assessment (LCA).

From a social and economic perspective, LIFE ALL-IN has enhanced the competitiveness of industry players - particularly SMEs - by enabling more efficient and environmentally sustainable production lines.

GREENPACKT®: SUSTAINABLE AND SMART PACKAGING

Greenpackt®, is a patented system for sustainable single-use detergent packaging. It automates production, ensures child safety, enhances moisture resistance and significantly reduces CO₂ emissions - equivalent to the amount absorbed by 4 million young trees in one year. A tangible example of how innovation and sustainability can coexist in a single industrial solution.

In 2024, Angelini Technologies - Fameccanica entered into a strategic partnership with **BlueSun**, a leading Spanish company in the household hygiene products sector and recipient of a prestigious award for innovation in **sustainable packaging**. As part of the collaboration, BlueSun will utilize the Greenpackt plant to distribute its single-dose capsules in **fully recyclable** green packaging across Spain, Portugal and other European markets, marking a significant step toward more responsible consumption practices.

Through this partnership, Angelini Technologies - Fameccanica aims to strengthen its position as a key partner for sustainable solutions in the European market, a landscape increasingly shaped by environmental regulations that are redefining strategic decisions across the entire production and distribution chain.



S15: TECHNOLOGICAL INNOVATION FOR PRODUCTION

To meet customer needs for quality, efficiency and sustainability, Angelini Technologies - Fameccanica adopts an **end-to-end approach** that spans the entire product lifecycle - from research and development to production and final packaging.

In line with its values and its vocation for innovation, the Company designed and patented the **S15 technology platform**, an advanced solution for the production of single-use detergent capsules. This platform is equipped with a robotic **tracking dose** system that allows the detergent liquid to be dispensed with extreme precision, maximizing the efficient and sustainable use of the product. The adoption of this technology enables a significant reduction in waste, accelerates production processes and ensures high quality standards for the final product.

AUTOMATION AND ROBOTICS

Industrial robotics enables Angelini Technologies - Fameccanica to offer its partners greater flexibility and operational excellence. We design and implement technologies for automated parcel handling and recognition, supporting both e-commerce logistics and intra-logistics in the manufacturing sector. The company focuses on designing and adopting robotic technologies and solutions to optimize efficiency across the entire production chain. By integrating the most advanced technologies that support robotics, such as computer vision, artificial intelligence, data science, IoT (Internet of Things), digital twins and sensors, Angelini Technologies - Fameccanica develops efficient, human-collaborative production systems. The Company's distinctive value lies in its approach to robotics as an open system, enhanced by the expertise of a network of top-tier technological and scientific partners. This transforms robotics from a simple commodity into a fully integrated component of the industrial process.

This approach enables the creation of rapid, precise, integrated and modular solutions. Beyond technology, it is the skills and talents of people that drive the company's innovation, aimed at enhancing quality of life, society and the environment for the well-being of current and future generations.

PARCEL+POST EXPO 2024

In 2024, Angelini Technologies - Fameccanica made its debut as an exhibitor at **Parcel+Post Expo**, a flagship event in the logistics and e-commerce industry, held in **Amsterdam** from October 22 to 24. The trade fair showcased leading industry innovations aimed at transforming the future of logistics.

At booth 10,134, the Company presented **Depax**, an advanced depalletizing solution designed to deliver high **flexibility** and enhance operating **performance**. Depax is an innovative machine capable of transferring objects or packages of varying sizes from a pallet. By combining robotics with machine vision, the system handles mixed incoming pallets and performs **depalletizing** with exceptional precision.

The system is capable of handling up to **600 cycles per hour**, with dimensions up to 60x60 cm and a maximum weight of 30 kg. Depax is a **versatile** technology that adapts to different warehouse needs, **optimizing workflows**. This solution effectively meets the needs of modern and fast-growing logistics environments.



STARTUP ECOSYSTEM

Angelini Technologies - Fameccanica actively supports and participates in the Italian startup ecosystem through the **Forward Factory Program**, an accelerator that is part of the Carbon Disclosure Project (CDP) National Network. This program is dedicated to startups operating in the field of digital innovation in the manufacturing sector. Selected startups collaborate closely with partner companies in real manufacturing environments, sharing resources, technologies and industry-specific expertise. The goal is to develop a **Proof of Concept (PoC)** to be presented during Demo Day in December.

The PoC represents a critical phase in the process: its purpose is to validate the feasibility of an innovative technological solution through targeted testing and specific actions designed to develop and refine it. This approach encourages startups to focus on real **market needs** by testing their ideas in practical industrial settings. In this way, the program fosters direct dialogue between innovation and real-world production, enabling the development of solutions that deliver true value to the supply chain and address the sector's key challenges.

Through this initiative, Angelini Technologies - Fameccanica contributes not only to supporting startups, but also to building a **dynamic innovation ecosystem** that enriches the manufacturing sector with cutting-edge solutions.



THE DIGITAL TRANSITION

Strengthening Angelini Technologies - Fameccanica's business performance relies on a solid digital strategy, an expression of its innovative identity. The Company stands out for its ongoing pursuit of advanced solutions and its ability to integrate customization with technology, providing support throughout the entire product lifecycle.

This vision is reflected in targeted investments in smart technologies, **process digitalization** and the development of tools that support production activities. The Company's entry into the Digital Industries World confirms its positioning as a business deeply committed to innovation and digital transformation.

PROCESS DIGITALIZATION AND MYFAMECCANICA

One of the primary goals is to enhance the efficiency of production lines by integrating plant digitalization, leveraging data in industrial processes and developing platforms such as **MyFameccanica**. This latter platform forms the core of the Company's technological evolution, providing unified access to digital services tailored to customers' specific needs and aligned with their level of digital maturity.

The portal includes features such as remote assistance, an IoT control room, chatbots powered by generative artificial intelligence, e-commerce platforms, 3D models and a digital twin for each machine. Each service is integrated into MyFameccanica to ensure ease of use and maximum accessibility.

In 2024, the platform underwent a **graphical redesign as part of the company's rebranding initiative**, accompanied by training and information activities for all staff in Italy and abroad. New service launches are communicated through social media campaigns and other information initiatives, with continuous feedback monitoring to guide future updates.

Despite increasing automation, **on-site support** remains a cornerstone to preserving the value of human interaction, which the Company considers essential.



ARTIFICIAL INTELLIGENCE AND INTELLIGENT AUTOMATION

In 2024 Angelini Technologies - Fameccanica launched **Techmate**, an application that leverages generative artificial intelligence (AI) to provide remote support for solving technical issues. By integrating with ChatGPT and indexing technical documentation, it enables quick and accurate responses, reducing downtime and improving operational efficiency.

The adoption of AI also contributes to enhancing staff skills by freeing them from repetitive tasks and enabling a focus on higher value-added activities. In addition, AI is being utilized in **robotic driving** and in optimizing the picking and placement of packages within logistics processes. These applications leverage computer vision techniques and deep learning algorithms to ensure speed and reliability in automated tasks.



DIGITAL SKILLS AND INDUSTRY PRESENCE

The Company actively collaborates with the **Angelini Industries Group** to accelerate the development of digital skills in strategic areas such as IA, data analytics and cybersecurity, promoting the adoption of increasingly innovative solutions.

In 2024, it also participated in the **"AI ai confini dell'innovazione industriale - Macchine Intelligenti"** event at Ca' Foscari University in Venice, organized by Digital Industries World. On this occasion, the Company presented its AI-based solutions, underscoring its commitment to a proactive and transparent digital transformation aimed at service personalization and optimized Total Cost of Ownership calculation.

5. People



PERSONNEL MANAGEMENT MODEL AND POLICIES

People are the heart of Angelini Technologies - Fameccanica. Success in our industry relies on the talent, dedication, skills and performance of our people, as well as the strength and excellence of our leadership. That is why we invest in their growth, valuing passion, determination and intellectual curiosity, core qualities that represent a true asset and a strategic competitive advantage.

Angelini Technologies - Fameccanica has always encouraged the expression of its people's potential, promoting their professional growth and creating a stimulating and dynamic environment. The recognition that the Company's success depends, above all, on the quality of its people drives the Company today to:

- **value the skills** of its employees to foster their human and professional development;
- **ensure equal opportunities for all individuals** in employment and career advancement, while respecting diversity and valuing individual differences;
- **apply principles of meritocracy** in selection processes and personnel management and development;
- **promote occupational health and safety** through risk mitigation and responsible behavior;
- **contribute to the psycho-physical well-being** of people by promoting work-life balance.

Employees at Angelini Technologies - Fameccanica are therefore considered key Stakeholders, whom the Company is committed to protecting and engaging. This commitment aims to foster continuous information exchange, promote the dissemination of know-how and cultivate constructive relationships.

COMPOSITION AND CHARACTERISTICS

As of December 31, 2024, the workforce of Angelini Technologies – Fameccanica, including the companies located in Italy and abroad, totaled 617 employees, about 84% of whom in Italy. In keeping with its corporate values and the Angelini Industries Group’s Code of Ethics, Angelini Technologies – Fameccanica is committed to ensuring stability and continuity of employment. In fact, 100% of employees hold permanent contracts and 99.5% are employed on a full-time basis¹⁸.

In addition to its internal workforce, Angelini Technologies – Fameccanica also engages external collaborators to perform specific tasks. In the reporting period these resources rose considerably from 32 to 56¹⁹, especially due to the Italian headquarters in response to business needs.

About 63% of resources are white collars and 22% blue collars, while managers and executives make up 11% and 3% of employees, respectively. The higher number of male personnel is in line with average values for the sector, which has traditionally employed more men than women, especially in production, which accounts for 90% of the company population. Equal treatment of employees of all genders is a core value at Angelini Technologies – Fameccanica. The Company takes concrete actions to ensure equal opportunities for all personnel and to promote maximum inclusion within the organization.

When analyzing the distribution of employees across the three different age groups, the data shows significant variation depending on the job classification. As shown in the table in the appendix, 59% of employees are between 30 and 50 years old, while those over 50 account for nearly 34% of the workforce.

During the reporting period, Angelini Technologies – Fameccanica employed 34 individuals belonging to vulnerable categories, thereby providing concrete opportunities for stable employment in accordance with current legal provisions.

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

During 2024, Angelini Technologies – Fameccanica hired 39 new employees (8 women and 31 men), about 95% of whom under the age of 50, resulting in a hiring rate of 6.3%. The turnover rate, on the other hand, resulting from the departure of 38 resources, stands at 6.2%.

⁽¹⁸⁾ The calculation is carried out using the “annual average employees” method, that is, adding up the total number of employees at the end of each month and dividing the result by the 12 months that make up the reporting period.
⁽¹⁹⁾ At the Italian headquarters, workers who are not employees belong to the following categories: work experience opportunities for school students, trainees and temporary workers. At the foreign locations, on the other hand, workers who are not employees mainly refer to mechanical and technical assembly workers. The calculation is carried out using the “annual average non-employees” method, that is, adding up the total number of non-employees in the headcount at the end of each month and dividing the result by the 12 months that make up the reporting period.

DIVERSITY, EQUITY AND INCLUSION

Valuing **diversity** is one of the core principles of Angelini Technologies – Fameccanica, which is committed on a daily basis to fostering an inclusive work environment where everyone can freely express their **identity**. This commitment is demonstrated through the implementation of concrete measures that place individuals at the center and promote active listening to their needs.

Actions already implemented include:

- respect for **workers’ rights**, in accordance with national and international regulations;
- **equal opportunity** policies in recruitment, training and development, extending beyond gender to include all forms of diversity;
- support for **work-life** balance through maternity, paternity, family and health-related leave, flexible working hours and part-time options, even beyond the provisions of collective bargaining agreements and current legislation;
- adoption of **remote working** and **flexible** starting times as tools to support better work-life balance;
- adaptation of working conditions through **personalized shift arrangements** based on individual needs;
- collaboration with local **volunteering** organizations;
- parenting support **benefits**, such as the free provision of diapers for the first two years following the birth of a child;
- the free distribution of **female sanitary pads**;
- **scholarships** for the children of employees who excel at school, in line with Group policies (“Francesco Angelini Scholarship”).

No cases of discrimination were reported during the reporting period.

INITIATIVES FOR OUR PEOPLE

In 2024, the Fameccanica Group participated in the “Women at work: Empowering Change” event: in November 2024, the event promoting gender equality in the manufacturing sector was held at the Diocletian Auditorium in Lanciano, Italy. During the event, the Global Human Resources & Organization Director of Angelini Technologies – Fameccanica participated in a panel discussion focused on corporate policies that foster inclusiveness and gender equality in the workplace.

SELECTION POLICIES

The selection process at Angelini Technologies – Fameccanica is based on a thorough analysis of **organizational needs** and a comprehensive evaluation of **professional profiles**, with the goal of identifying candidates who possess the required technical skills and whose values align with those promoted by the Company. Through a structured **talent scouting** process, the Company aims to attract and develop new talent by adopting a long-term strategic approach that supports the efficient management of business processes and dynamics.

The search, selection and placement of personnel are conducted in full compliance with the principles of **fairness, transparency and impartiality**, ensuring an objective evaluation process free from discrimination. The recruitment of minors is prohibited, except in the case of specific training programs conducted in collaboration with educational institutions and in full compliance with applicable regulations.

The entire selection process is aligned with a key objective: **ensuring business continuity** and **strengthening the organization** by incorporating individuals with the technical and interpersonal skills appropriate to the role and consistent with the corporate culture. The process is characterized by an objective and structured approach designed to minimize subjectivity and by the application of meritocratic, inclusive and fair criteria.

In accordance with the Company’s **Code of Ethics**, hiring is based solely on the alignment between the role’s requirements and the candidate’s qualifications. Selection is carried out in full compliance with transparent and impartial criteria, excluding any form of discrimination, favoritism, nepotism or patronage. This is achieved through a multi-step process that includes multiple evaluators, a variety of assessment tools, clear communication of role expectations and the provision of accurate feedback.

HEALTH AND SAFETY

In Italy, Angelini Technologies – Fameccanica has voluntarily adopted an **Occupational Health and Safety Management System** compliant with **ISO 45001** and relevant regulatory standards. This system aligns with **article 30 of Legislative Decree no. 81/2008**, which sets out the requirements for organizational and management models. This system, comprising procedures, rules and models shared across the organization, is subject to annual audits by an accredited third party, which confirms its suitability and effectiveness.

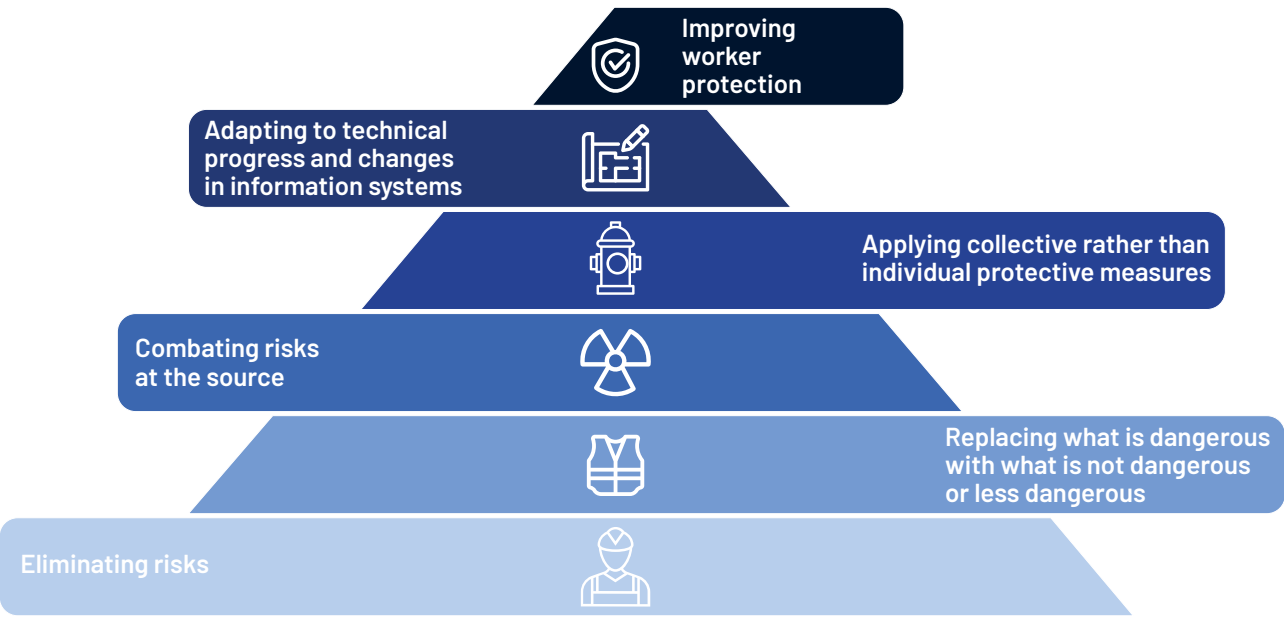
Through its **Health, Safety and Environment (HSE) policy**, Angelini Technologies – Fameccanica is committed to preventing risks and pollution, continuously improving its performance and ensuring the safety of workers, customers and the environment. The Company implements measures for analysis, training, prevention, regulatory compliance and the responsible use of resources, engaging all personnel in the application of a management model focused on health, safety and environmental protection.

RISK MANAGEMENT

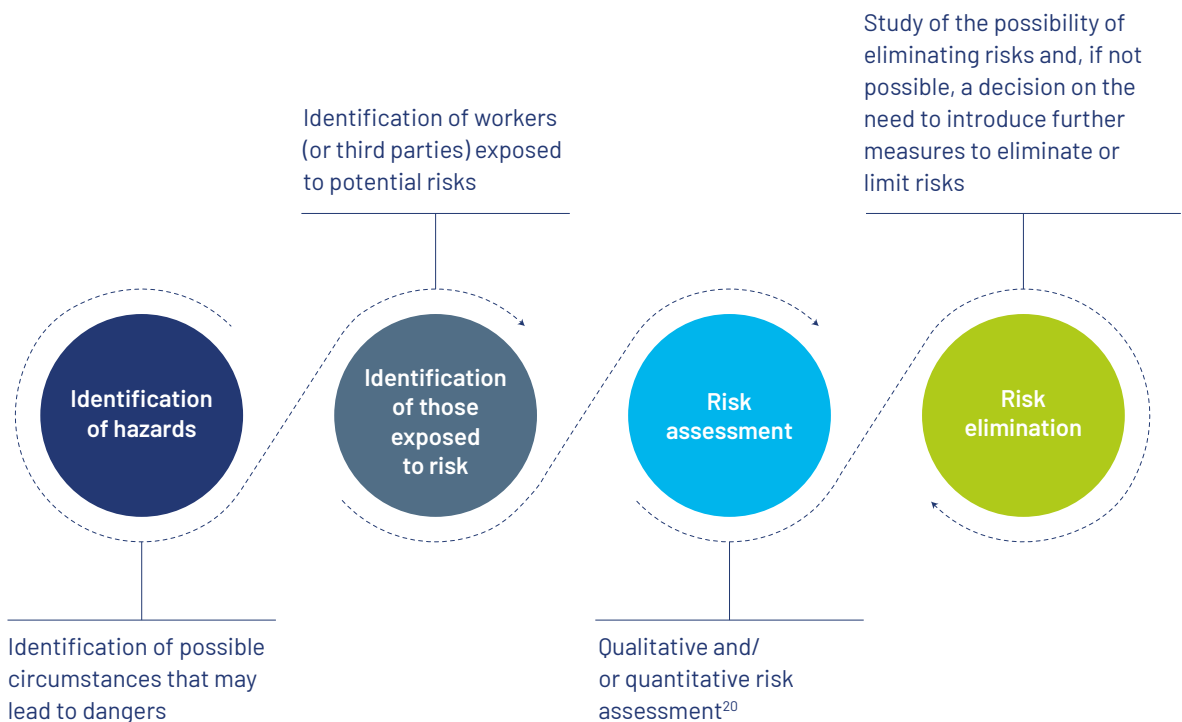
Work activities are systematically assessed to eliminate health and safety hazards. When elimination is not possible, appropriate **preventive and protective measures** are identified to reduce risks to acceptable levels. Actions taken or planned to **eliminate hazards and reduce risks** include:

- behavior observation system (BOS);
- supervision of contractors and supervisors;
- HSE annual training plan;
- plans for periodic inspection and maintenance of plant and equipment;
- periodic statutory audits of plant and equipment (where applicable);
- verification of the technical and professional suitability of external firms using a dedicated management tool;
- monthly HSE meetings (general and by individual area);
- management of near misses and incidents;
- ISO 45001 management system in place.

The following hierarchical principles of risk prevention are applied.



The risk assessment process is divided into the steps shown in the infographic.



The Company has invested significant resources in upgrading and enhancing its existing facilities at the Italian plant, with the goal of creating more comfortable work environments and more accessible shared spaces for staff. Interventions were also undertaken to **enhance the resilience of buildings during critical events, such as earthquakes**. The project also included the upgrade of the parking area for external transport trucks, with the construction of a hospitality area, restrooms and refreshment facilities for drivers.

⁽²⁰⁾ The risk assessment is conducted by the employer, with support from the designated manager, the prevention and protection service personnel, the company doctor and relevant executives or staff, following consultation with the workers' safety representatives. With regard to the certified date, the provisions of the Consolidated Act (Italian Legislative Decree no. 81/08) apply. The documents related to the assessment of specific risks are prepared by the internal or external expert who performed the assessment.



SEISMIC RETROFITTING PROGRAM

In recent years, Angelini Technologies - Fameccanica has implemented a major multi-year **seismic retrofitting program for its facilities**, supported by significant resources and investments. The program included numerous interventions aimed at both regulatory compliance and enhancing the seismic performance of existing buildings, with the goal of **ensuring the safety of personnel** and aligning with the corporate social sustainability roadmap.

Among the most significant interventions was the work carried out on one of the Company's main buildings - an approximately 75 by 45-meter structure spanning three floors, with a regular floor plan that houses production areas on the ground floor and offices on the upper levels.

This was followed by the installation of new structural elements - such as beams, precast slabs and a reinforced foundation system - along with the integration of **seismic energy dissipation devices**. In particular, steel bracings equipped with viscoelastic devices were installed to ensure the continuity of production activities on the ground floor, even in the event of a seismic event.

IMPLEMENTATION OF GENERAL MEASURES TO PROTECT WORKERS’ HEALTH AND SAFETY

In defining and implementing general measures to protect workers’ health and safety, as outlined in article 15 of Italian Legislative Decree no. 81/2008 and in alignment with the principles of the ISO 45001 Management System, the Company carries out **careful planning of the actions** necessary to ensure continuous improvement in safety levels over time, including through the adoption of **codes of conduct** and **best practices**. To this end, a **specific schedule is developed** and shared with the relevant personnel from the departments involved. This schedule enables ongoing monitoring of the planned actions and helps define initiatives aimed at improving worker safety.

In addition, a **process is in place to report and record all events** that may occur during work activities, including anomalies, near misses, incidents, first-aid treatments and injuries. This process also manages non-conformities related to environmental and occupational health and safety, enabling root cause analysis and the implementation of corrective actions to prevent recurrence.

TRAINING AND INJURY MANAGEMENT

The employer ensures that each piece of equipment is operated **only by personnel who are properly trained, informed and instructed**, both for normal use and for foreseeable abnormal situations. Instructions are provided in a clear and understandable manner, with verification to ensure that workers have effectively understood them.

In the event of an injury, following initial medical treatment and the issuance of a medical certificate, the HR Department manages the administrative procedures and forwards the documentation to the HSE manager. The latter, with support from the injured employee’s manager or supervisor, initiates the investigation using the forms provided by the **ISO 45001 Health and Safety Management System**, and also monitors any corrective actions. For significant events, including those involving contractors, the HSE manager promptly notifies the Insurance Department and the Supervisory Body.

REGULAR MEETINGS AND COMMUNICATIONS

Internal communications ensure the effective dissemination of information across all business functions, fostering engagement and knowledge sharing.

The HSE Function organizes a monthly **HSE Meeting**, chaired by the HSE Executive Officer and attended by Function and Area managers. Managers, in turn, conduct monthly departmental meetings, recording attendance and addressing topics such as **injuries, near misses, critical operational issues, regulatory updates and communications regarding new rules or procedural revisions**.

Each year, the periodic meeting required by regulations is held, convened by the employer (or their delegate), with the participation of the HSE Executive Officer, the Prevention and Protection Service Manager (RSPP), the Company Doctor, the Head of Organization, Security and Industrial Relations and the Workers’ Safety Representatives (RLS).

Additional meetings may be scheduled in response to significant events, specific requests, or organizational changes that impact HSE.

OCCUPATIONAL HEALTH SERVICES

At its plant in Italy, Angelini Technologies – Fameccanica offers health services to employees via its **Medical Center**, through the collaboration of:

- a company doctor;
- a professional infirmary service operated by a contractor, with daily on-site attendance;
- a dedicated HSE resource (for business organizational support).

In addition, the Company has a **First Aid** team whose members have completed specific training courses and receive periodic refresher training, all of which is carefully monitored. These training activities include **High Risk Class** training and certified **defibrillator use** training, conducted in cooperation with the 118 emergency medical service.

Employees may access the Medical Center at any time if needed.

HEALTH AND SAFETY MANAGEMENT SYSTEM

A total of 604 employees, representing approximately **97.9% of the workforce²¹**, are covered by a certified occupational health and safety management system. In 2024, workers who are not employees covered by the occupational health and safety management system numbered 52.

In 2024, the scope of **ISO 45001 certification** was also extended to the Company’s new plant located in **Alanno (PE)**.

Currently, the **Casalecchio di Reno (BO) operations office** is not included within the scope of the Company’s ISO 45001 certification, as only clerical activities are performed there. These activities are considered **low-risk** and of limited relevance in terms of occupational health and safety. As a result, some employees are not included within the scope of the ISO 45001 certification, although they are still covered by the Company’s **HSE management system**. Periodic inspections are still conducted at that location to check **compliance with corporate adequacy standards** and alignment with the fundamental workplace requirements.

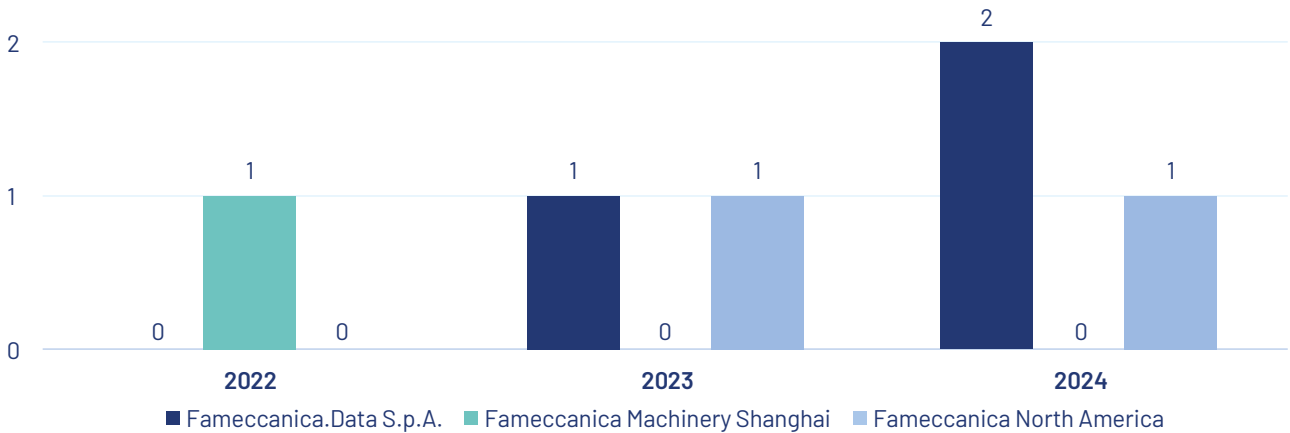
In 2024, Angelini Technologies – Fameccanica recorded three incidents throughout its reporting boundary, while there were no fatalities as a result of work-related ill health. Compared with previous report, there was one recordable case of work-related ill health. There was just one case of work-related injury for workers who are not employees.

In 2024, incidents at Angelini Technologies – Fameccanica primarily involved events related to both internal personnel handling activities by personnel and operational activities during technical interventions on plant undergoing testing.

⁽²¹⁾ The HR Department processes data on the number of employees, workers who are not employees and hours worked by including all supplier employees whose contracts explicitly reference the provision of personnel. Service contracts that involve only a results-based obligation, without reference to the provision of personnel, are excluded. In China, Fameccanica Machinery Shanghai has obtained second-level certification for production safety standardization, which remains valid through 2024. In contrast, Fameccanica North America adheres to OSHA regulations to ensure employee coverage under a health and safety management system.

A graph showing a breakdown of injuries recorded over the last three years by Group Company is as follows.

RECORDABLE EMPLOYEE INJURIES BY LOCATION



Angelini Technologies - Fameccanica has established a structured process and defined procedures for verifying the **technical and professional suitability (TPS)** of contractors and/or self-employed workers. This applies in cases where work, services, or supplies are entrusted within plants legally managed by the Company. The objective is to **minimize risks and related impacts** prior to the commencement of activities and to define in advance all necessary preventive and protective measures to eliminate or reduce interference risks arising from work activities.

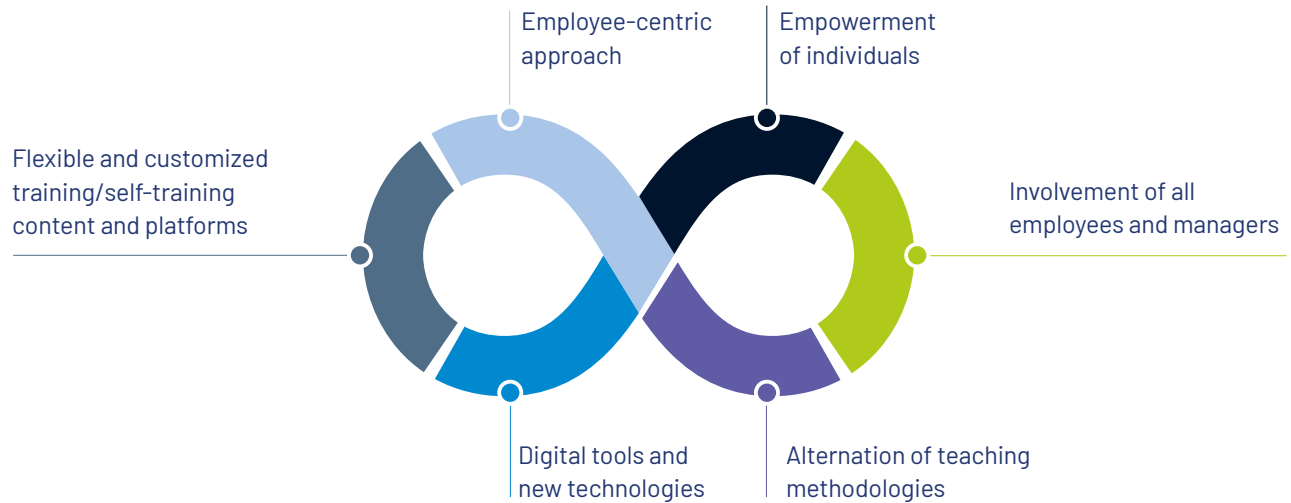
When activities are to be carried out at external customer premises, the customer is responsible for determining how interference risks are to be managed and shared. The necessary preventive measures are defined in coordination with the relevant area or department before work begins²².

⁽²²⁾ According to internal procedures, if the customer does not provide its own method for managing interference risks, the Area Manager for Safety (as defined in article 18 of Legislative Decree no. 81/2008) shares a specific risk assessment model with the customer prior to the start of work. This model is intended to support the definition of appropriate prevention and protection measures, and is also shared with the affected employees for preliminary evaluation and alignment.

TRAINING AND DEVELOPMENT

Angelini Technologies - Fameccanica is continuously committed to the empowerment of its people, who are regarded as a strategic resource for the Company's sustainable growth. This approach is deeply embedded in the corporate culture and is enshrined in the Group's Code of Ethics, which promotes active listening, professional development and career paths aligned with individual aspirations.

In a constantly evolving social and economic landscape, the need to develop skills and retain talent is becoming increasingly critical, key strategic assets that support the Company's long-term business growth. Angelini Technologies - Fameccanica promotes a training approach grounded in the belief that continuous learning is a cornerstone of people management, fostering the coherent and integrated development of the organization's distinctive competencies. To support this goal, the **Lifelong-Continuous Learning** project was launched. It is designed to establish a lifelong and continuous learning pathway, grounded in key values illustrated in the figure below.



The process includes the following steps and is guided by a specific protocol for staff training, based on:

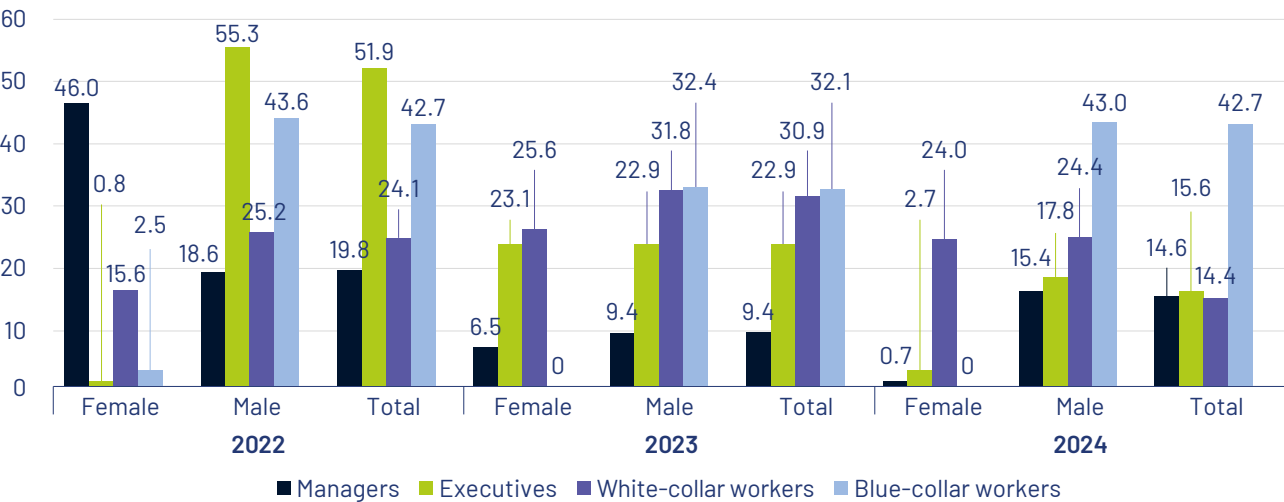
1. identification of training needs;
2. analysis and feasibility of the training project;
3. organization of the training project;
4. execution of the training project;
5. verification of learning and skills/knowledge developed;
6. feedback to participants;
7. registration of attendance and qualifications pursued.

Employee training is delivered through both **in-house and on-the-job training programs**. These are conducted in collaboration with leading national and international training institutes and business schools, as well as through the partnership with Angelini Academy, focusing on the following areas:

- technical courses;
- courses on digital skills;
- courses on interpersonal and/or managerial skills;
- language courses;
- courses on quality, safety, environment, energy and sustainability.

In 2024, total hours of training provided by Angelini Technologies - Fameccanica amounted to **16,822**, 16,579 of which at Fameccanica.Data S.p.A. The training courses mainly covered health and safety and technical training and development of managerial, IT/technology and quality systems skills. In the same period, the average training hours per person, calculated as the ratio of total hours provided to total employees, was 27.3.

Below is a graphic representation of the average hours of training provided by Fameccanica.Data S.p.A. over the three-year period.



ANGELINI ACADEMY

Angelini Academy is the corporate academy of the Angelini Industries Group, created to offer training paths of excellence through programs, tools and initiatives developed in collaboration with leading international business schools and innovation hubs.

The educational offerings are built around three main pillars:

- **Leadership Model:** initiatives dedicated to the development of leadership skills, aligned with corporate values and culture, targeting the Company’s entire population;
- **Advanced Managerial Skills:** programs designed to accompany professional development and role changes of talents within the Group;
- **Community Empowerment:** training activities designed for employees’ families and the local communities where the Angelini Industries Group operates.

TECH IN CLASS

The aim of the project is to train qualified technicians in testing and assembly roles, involving recent graduates from Abruzzo’s technical high schools. Participants are selected through individual and group assessments, as well as technical knowledge interviews.



MANAGERIAL TRAINING AND DEVELOPMENT

Angelini Technologies - Fameccanica has developed structured tools to analyze and monitor both the technical (**hard skills**) and behavioral/interpersonal (**soft skills**) competencies of its personnel. Through established mechanisms, such as the annual performance review system and potential analysis methodologies, the Company provides **detailed feedback** and identifies **strengths and areas for improvement**. The input derived from these assessments is useful for constructing **customized management training plans, growth and career paths** and **succession plans**.

ONBOARDING

Angelini Technologies - Fameccanica has developed an onboarding program designed to equip new hires with the skills, knowledge and behaviors necessary to successfully integrate into the organization and become productive team members.

TRAINING

The complexity and high technological content of the business require continuous investment in the technical skills of employees. Preserving, updating and improving technical know-how is the Company's main competitive advantage. It is, therefore, not surprising that the courses offered in 2024 include the following:

1. IT Area:

1.1 training on the Office 365 suite;

1.2 cybersecurity;

1.3 software programming;

1.4 CRM and new customer portal;

1.5 SAP modules;
2. Lean Six Sigma: training on Lean Improvement methodology, aimed at obtaining Yellow Belt certifications;
3. technical training on:

3.1 vision systems and industrial cameras, anthropomorphic robots, IA and machine learning, software and hardware programming systems and tools, human-machine interface tools and sustainable packaging;

3.2 PMP certification preparation course;

3.3 Scrum Agile;

3.4 in-house trainer certification (Train the Trainers);
4. in-house training on patents, intellectual property and contracts;
5. compliance training: GDPR, Legislative Decree no. 231/2001, Anti-Corruption Policy, Group Code of Ethics and Data protection;
6. environment and sustainability;
7. occupational safety;
8. managerial training with Angelini Academy:

8.1 Future Leaders Program;

8.2 Mastery Program for Managers;

8.3 Mastery Program for Young Generations;

8.4 Artificial Intelligence for Business Masterclass;

8.5 Sustainability & Circular Economy Masterclass;

8.6 Value Based Management.

These training courses are designed to support continuous development and to strengthen employees' technical, managerial and strategic skills, helping the Company maintain its leadership in the industry.

INDIVIDUAL PERFORMANCE REVIEW

The evaluation of resources with respect to their development process is a fundamental step for the **growth** of the Company. Adopting an appropriate methodology to manage human resource evaluation and development processes enables Angelini Technologies - Fameccanica to align employee performance with its growth objectives. For this reason, My Performance, the proprietary process for evaluating all employees, both in Italy and abroad, was developed. Based on methods and metrics common to the entire Angelini Industries Group, this system utilizes **standardized evaluation and procedural criteria**, centered around **meritocracy, fairness and transparency**. My Performance is both a strategic and operational tool that supports the Company’s short-, medium- and long-term objectives. It aligns with the **corporate vision** by recognizing and valuing each individual’s contribution to continuous growth and maintaining market leadership.

The basic principles underlying the system are:

- **fairness**: clear definition of evaluation criteria and metrics ensures greater objectivity;
- **meritocracy**: the system is geared toward recognizing and rewarding excellent performance;
- **transparency**: a clear view of the rules of the game, business objectives and expectations regarding individual performance promotes greater engagement and participation.

Significant changes introduced with the new performance review system are:

- **extension of the process to the entire corporate population**: the evaluation now involves all employees, ensuring uniformity and consistency;
- **evaluation of behavior**: emphasizing the importance of how results are achieved, not just the outcomes themselves, placing behavioral competencies at the center of performance review;
- **increased employee involvement**: employees are more involved in the evaluation and development process;
- **empowerment of managers**: managers are not only required to evaluate their appraisees, but also to clearly define development and training plans, appraising their development potential. It is both a strategic and operational tool that supports the Company’s short-, medium- and long-term objectives. It aligns with the corporate vision that strongly believes in each individual’s contribution to continuous growth and ongoing improvement.

In 2024, Angelini Technologies - Fameccanica carried out 584 employee goal and behavior evaluations, both in Italy and abroad, confirming the centrality of this practice, which has grown steadily over the years.

TRAINING, HEALTH, SAFETY AND ENVIRONMENT
BY CATEGORY AND GENDER

Occupational health and safety training at Angelini Technologies - Fameccanica is governed by a specific procedure within the **Environment, Health and Safety Management System**.

Training needs are identified based on the risks associated with the tasks performed by employees and the nature of operational activities and are assessed in the following situations:

- **entry of new personnel into** the Company;
- **change in job description** or assignment of new tasks, for individual employees or groups, upon notification from the HR Department and prior input from Department Heads;
- **introduction of new equipment, technologies, hazardous substances or preparations**, upon recommendations from Area Managers;
- **regulatory changes** in environmental and occupational safety;
- **outcomes of incident analysis**, such as injuries, near misses, first aid treatment and behavioral observations (BOS) that reveal specific training needs, based on formal reports submitted by Managers.

For those with key safety roles, such as RSP, ASPP, RLS, Executives and Supervisors, emergency and first aid teams, the current legislation requires mandatory training courses, both for initial qualification and to maintain it over time.

Health and safety training is delivered **in person** and, in some cases, as required by the State-Regional Agreements, also **in e-learning mode**.

This approach makes it possible to ensure adequate, up-to-date training consistent with operational and regulatory requirements, strengthening the **safety culture in the Company**²³.

A total of 7,779.5 hours of training were provided in 2024, including 7,676 hours at the Italian plant alone, involving 337 employees, as detailed in the following table.

EMPLOYEES RECEIVING HEALTH AND SAFETY TRAINING BY GENDER AND CATEGORY ²⁴	2024 ²⁵		
	Female	Male	Total
Executives	-	4	4
Managers	2	21	23
White collars	21	125	146
Blue collars	2	162	164
TOTAL	25	312	337

All training courses are **mandatory** and include a **final assessment** at the end of each module, aimed at certifying the acquisition of the skills delivered. To pass the assessment, a **minimum score of 70%** correct answers must be obtained.

⁽²³⁾ All training hours are conducted during working hours and the qualifications of both internal and external trainers are evaluated according to the criteria established by the Interministerial Decree of March 6, 2013 (OJ no. 65, March 18, 2013).
⁽²⁴⁾ The breakdown by gender and category solely refers to Fameccanica.Data S.p.A.’s employees.
⁽²⁵⁾ FMS did not conduct health and safety training for its workers in 2024. The topics covered by FNA’s training are as follows: “What Causes Workplace Injuries?”, “Hazard Communication”, “Safety in the Use of Fire Extinguishers and Ladders”, “Alcohol and Drug Use Awareness” and “Bloodborne Pathogens”.

ANGELINI TECHNOLOGIES - FAMECCANICA'S FOCUS ON ITS PEOPLE

SOCIAL-ORGANIZATIONAL WELL-BEING

In Italy, Angelini Technologies - Fameccanica guarantees full **compliance with International Labor Organization (ILO) Conventions, labor law legislation and the provisions set forth in national collective bargaining agreements**. Specifically, Fameccanica.Data S.p.A. fully applies the National Collective Bargaining Agreement (NCBA) for the metalworking and plant installation sector, thus ensuring that 100% of its employees are protected by these agreements.

With respect to Fameccanica North America and Fameccanica Machinery Shanghai, considering the absence of national collective bargaining agreements in their legal systems, the Company has proceeded to carry out individual bargaining that reflects the policies and values of Angelini Technologies - Fameccanica.

In addition to the benefits mentioned earlier in the “Diversity, Equity and Inclusion” section, Angelini Technologies - Fameccanica has developed a well-being plan for its employees in Italy²⁶ that includes several measures aimed at improving their well-being and safety.

- **Well-being contribution.** In Italy, Angelini Technologies - Fameccanica provides a cash sum of 200 euros, as provided by the relevant NCBA. This amount can be used for the purchase of socially beneficial services, such as educational expenses, transportation subscriptions, travel, cinema and recreational activities. The benefit is reserved for permanent employees who have completed their probationary period by May 31 or, if later, by December 31 (with disbursement occurring in the following month). It is also available to temporary employees that have been with the company for at least three months by May 31 of a given year, or subsequently by December 31 (with disbursement occurring in the following month).
- **We Care.** In 2024, as in previous years, the Company participated in the initiative launched by the Angelini Industries Group, aimed at expanding and enhancing its well-being offerings. The goal is to make these services more accessible, user-friendly and personalized, thereby improving the individual experience, also supported by technological innovation. Angelini Industries has thoughtfully designed the We Care platform to facilitate easy access and allow its people to enjoy the wide range of services available to them, grouped by: **Healthcare**, which encompasses all initiatives to support people’s physical and mental health and **People care and Family care**, featuring tools to facilitate work-life balance.
- **Life/permanent disability insurance.** An optional life and permanent disability insurance plan is available for permanent employees. This coverage guarantees the employee’s chosen lump sum, which is disbursed in the event of critical events such as death or more than 50% permanent disability. The policy also extends to part-time staff, while it does not apply to temporary workers due to insurance management issues.
- **Healthcare.** The “MetaSalute” Healthcare Plan offers health services that are alternative to or in addition to the National Health Service. This benefit is granted to all employees covered by the metalworking NCBA on permanent contracts (including apprentices) and temporary workers with contracts of more than 5 months, both full-time and part-time.

⁽²⁶⁾ Benefits for workers with temporary and permanent employment contracts, both full-time and part-time.



PSYCHOLOGICAL HELP DESK

Angelini Technologies - Fameccanica adheres to the Angelini Industries psychological support program, which has been confirmed for 2024. The initiative is designed to promote the mental well-being of employees through a range of tools and services accessible to all, including:

- **up to eight individual counseling sessions** with qualified primary care psychologists;
- **an anonymous forum** where employees can ask questions about psychological issues and receive answers from sector professionals;
- **informative content**, such as newsletters, articles and webinars, to raise awareness and education on mental health.

During 2024, about 20 people used the service.

GIFTS FOR THE LITTLE ONES (BEFANA ANGELINI)

For the Christmas holidays, Angelini Technologies – Fameccanica participates in a corporate initiative offering a small gift to the children. Employees’ children aged between 0 and 8 are given a **Befana gift** – an age-appropriate toy selected in line with a specific theme.

This event, from selection to gift distribution, is fully coordinated by the Angelini Industries’ HR team, in close collaboration with the HR departments of the different Operating Companies. The initiative is designed to create a time of **joy and sharing**, giving children a festive and engaging experience that reinforces a sense of community and belonging within the work environment.

SCHOLARSHIPS FOR EMPLOYEES

In 2024, **Angelini Academy** expanded the project dedicated to the children of employees of the Group’s operating companies and Holding Company by offering Angelini Industries scholarships to eligible students. The initiative, which was also extended to the Group’s international offices, enabled **118 students** to obtain a scholarship.

The success of the project was made possible through the synergy of **data science, legal and compliance** expertise, which enabled the fair and merit-based harmonization of screening criteria across the different school systems in the countries where the Group operates. An important effort that offered young participants a concrete **opportunity to grow and invest in their future**.

WWW.ANGELINIACADEMY.COM
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ON FACEBOOK
THE INITIATIVE →



WORK FLEXIBILITY

Angelini Technologies – Fameccanica has had an internal regulation for the routine management of remote work for some years now, beyond the emergency regulations related to the pandemic period. The Company has implemented an **agile work** program that allows employees with compatible duties to work remotely up to **8 days per month**, from any private location.

Additionally, in cases related to personal health, ongoing care responsibilities (such as for family members, including caregivers), pregnancy, postpartum recovery or the care of preschool-aged children, employees may request an increase in remote work days up to full remote mode.

This approach reflects the principles of organizational sustainability and ensures the continuity of work activities. In order to promote a better work-life balance, **flexible working time** measures have been introduced, such as flexible starting times, make-up time and an annual allocation of paid leave usable for a minimum of two hours.

INITIATIVES TO SUPPORT PARENTHOOD

Angelini Technologies – Fameccanica demonstrates a strong commitment to supporting its employees in managing parental responsibilities, creating an environment that fosters a work-life balance. Specifically, the Company has introduced the following measures to support parents:

- **paternity leave:** the number of paternity leave days has been increased from 10 to 15 to support fathers during the early months of their child’s life and to promote the principle of co-parenting;
- **paid leave for daycare or preschool placement:** employees are entitled to 8 hours of paid leave per year for each child to support their transition into public or private daycare or preschool and help support their childcare;
- **advance payment of severance pay (TFR):** the Company provides employees with the opportunity to request an advance on their severance pay, providing additional financial support in times of need;
- **free supply of diapers:** Angelini Technologies – Fameccanica provides diapers free of charge for approximately two years, helping to ease the financial burden associated with infant care.

These initiatives highlight the Company’s focus on the family needs of employees, helping to create a more inclusive and supportive work environment.

OTHER BEST PRACTICES

Angelini Technologies – Fameccanica continues to implement a range of initiatives to support employee well-being, with a particular focus **on health, retirement and sustainable mobility**:

- **Solidarity Time Bank:** this initiative allows employees to donate portions of their vacation and annual paid leave to colleagues who are caring for family members or are victims of gender-based violence and who have exhausted their leave entitlements under collective bargaining agreements;
- **Group life insurance plan:** employees of Fameccanica.Data S.p.A. can voluntarily join a life and permanent disability insurance plan;
- **periodic medical check-ups:** employees are offered the opportunity to undergo regular medical examinations, with sample collection conducted at the Company’s Medical Center. In addition, employees can consult the Company Doctor for health issues unrelated to occupational medicine;
- **supplementary pension and health care fund:** the Company encourages enrollment in supplementary pension schemes and provides access to additional health care services, promoting participation in the private social security system;
- **incentives for electric mobility:** to promote sustainable transportation, the Company has installed free charging stations for electric vehicles. These stations are available to employees and can be used within the limits of their average home-to-work commute.



SOCIAL DIALOGUE AND RESPONSIBLE LABOR RELATIONS

Angelini Technologies – Fameccanica recognizes the value of social dialogue and maintains ongoing, constructive engagement with trade unions, as outlined in the Group Code of Ethics. This approach fosters a work environment based on respect, listening and protection of workers’ rights, contributing to the sustainable management of organizational change.

The Company promotes transparent and collaborative labor relations in compliance with applicable laws, supporting freedom of association, collective bargaining and the active participation of employees in company life.

Employee representatives are, in fact, appropriately informed, within the deadlines set by local legislation and practices, about significant organizational changes.

In accordance with legal provisions, local practices and customs, we recognize the right to join a labor union, to have freedom of association and to appoint employee representatives. In accordance with local regulations and practices, we also recognize the role of relevant employee representatives, including their right to collective bargaining, to strengthen social engagement through the following initiatives:

- principles, rules and obligations related to social dialogue;
- mutual commitments related to the management of employee relations;
- procedures for the establishment and functioning of employee representative bodies;
- mechanisms for social dialogue and procedures for handling grievance, conducting negotiations, resolving collective disputes and finding solutions;
- support measures for employee relations and the promotion of internal social dialogue.

To this end, the Company undertakes to:

- respect, promote and uphold the fundamental rights enshrined in the core conventions of the International Labour Organization (ILO), as outlined in the Declaration on Fundamental Principles and Rights at Work. This includes:
 - a. freedom of association and the effective recognition of the right to collective bargaining;
 - b. the elimination of all forms of forced and compulsory labor;
 - c. the effective abolition of child labor;
 - d. the elimination of discrimination in employment and occupation;
- promote social dialogue beyond legal and regulatory requirements;
- recognize its employees as a vital and highly valued resource;
- respect every employee’s right to establish and join organizations of their choice and to engage in constructive negotiations;
- consider unions as constructive actors in the organization;
- implement and uphold non-discriminatory employment practices, as well as internationally recognized labor standards and best practices. This includes – but is not limited to – providing competitive wages and benefits that meet employees’ needs in line with local living standards, as well as offering working hours that support a safe, healthy work environment and work-life balance;
- implement formal communication channels, grievance mechanisms and systems that are legitimate, accessible – particularly in the local language of each operational location – and clearly explained to employees. These mechanisms should be designed to be predictable, fair, transparent, compatible with human rights and serve as a source of continuous learning.

In addition to the above, the Company is committed to achieving and maintaining the following targets:

- 100% of employees covered by the national collective bargaining agreement;
- 100% of employees covered by company benefits.

6. Customers and Community

#NoExcuse

International Day
for the Elimination of Violence
against Women.

PRODUCT QUALITY AND SAFETY

Angelini Technologies - Fameccanica ensures the high quality of its products through a solid **Quality Management System**. Particular attention is given to the **order management** process, as the Company's operating model is based on initiating production only upon receipt of a specific customer order. This approach ensures **full transparency** throughout the various stages of project development, which is essential for meeting both the timelines and the complexity of the solutions delivered.

The Company certifies **100% of its plants**²⁷ in accordance with applicable European legislation. This legislation is intended to both **facilitate the free movement of goods** within the EU, through mutual recognition and technical harmonization, and to **safeguard human health and safety** against risks associated with machinery use.

The legislation sets out the essential requirements that products must meet and satisfy in their field of application in order to be marketed throughout the EU without further constraints. **CE certification** also entails drawing up a technical file containing a risk assessment along with measures taken to eliminate or minimize them, as well as compulsory technical documentation, i.e., the "Spare Parts Manual" and "Manual for the Operation and Maintenance of Machines".

The Chinese **Fameccanica Machinery Shanghai** site only produces **Built to Print (BTP)** machines and spare parts: therefore, it is not required to prepare health and safety documentation. In contrast, **Fameccanica North America** handles the assessment of such impacts only for those projects that require **UL certification**, in line with local regulations.

Angelini Technologies - Fameccanica has the authorization to affix the **UL 508A plate** (issued by Underwriters Laboratories Inc.) on all electrical panels it produces. This plate certifies that the plant design and construction fully comply with regulatory standards and essential **safety** requirements.

The Company's commitment to **the health and safety** of its products is further demonstrated by the fact that **no instances of non-compliance** with laws, regulations or voluntary codes related to these issues **were recorded** during the reporting period.

In accordance with international export control regulations, the Company has developed a dedicated Internal Compliance Program (ICP) to ensure full regulatory compliance²⁸.

⁽²⁷⁾ 100% of certified plants refer to machinery and/or partly completed machinery, as defined by Machinery Directive 2006/42/EC and Legislative Decree no. 17/2010, that are either placed on the European market or subject to CE marking under contractual agreements. Excluded are "Non-Substantial" modification kits to existing machine, Built to Print (BTP) machines and/or partly completed machinery, spare parts and bulk parts.

⁽²⁸⁾ With regard to so-called "dual-use" goods and, more broadly, "sensitive" technologies, the Company confirms its adherence to all applicable regulations. With respect to countries and, more broadly, "designated" parties, i.e., those subject to EU and/or U.S. sanctions and/or restrictions, the Company confirms its full adherence to all applicable regulations.

Angelini Technologies - Fameccanica provides **detailed manuals** describing safe use and proper procedures for **maintenance** and **disposal** of the equipment and its components, thus ensuring a high standard of safety and sustainability throughout its life cycle.

The Company has also demonstrated a strong commitment to sustainability and social responsibility through its **ESG Plan**. The goal of 100% of new products designed in accordance with the **eco-design** concept by 2030 is an important step toward more sustainable product lifecycle management. Eco-design not only involves choosing more sustainable and easily recyclable materials, but also considers their environmental impact from production to disposal. Moreover, Angelini Technologies - Fameccanica is committed to offering advanced technical support services that extend the **life cycle of the finished product**. The Company is able to improve the repairability of individual components, propose technology and process upgrades, while ensuring customer satisfaction, lower costs and lower CO₂ emissions through its digital **Remote Control** and **Predictive Assistance** services.

LABELING AND PRODUCT INFORMATION

COMPONENT ORIGIN AND PRODUCT CERTIFICATION

Angelini Technologies - Fameccanica adopts internal procedures for managing the origin of components used in its products and services²⁹. The certificate attests to the **geographical origin and place of production**, serving as a key instrument for ensuring **traceability, quality** and **authenticity**. In addition, it can be applied for to access **tax or customs benefits** related to import/export³⁰.

PRODUCT CONFORMITY AND SAFETY

In 2024, **100% of** Angelini Technologies - Fameccanica's **key products** were assessed to ensure **compliance** with applicable **health and safety requirements** and proper product **marking**³¹.

Specifically, for machinery intended for the EU market, a Declaration of Conformity is issued, certifying compliance with Annex I to Directive 2006/42/EC (Machinery Directive). This declaration, together with the technical file, instruction manual and CE marking, constitutes the required documentation for placing the product on the market within the European Union.

In 2024, **there were no instances of non-compliance** with regulations or voluntary self-regulatory codes related to product information and labeling. Likewise, no instances of non-compliance were identified in relation to product-related marketing communications.

⁽²⁹⁾Although these procedures do not require public disclosure of information, the Company is able to provide certificates of origin and preferential origin related to the "Machine" product to both customs authorities and customers.
⁽³⁰⁾As for the overseas locations (Fameccanica Machinery Shanghai and Fameccanica North America), there is currently no requirement to declare the origin of components and parts used.
⁽³¹⁾Fameccanica Machinery Shanghai: no formal assessments of customer health and safety impacts were conducted in 2024, as they were not required by local legislation or requested by customers, particularly for "Built to Print" projects. Fameccanica North America Inc.: assessments were conducted only for projects subject to UL certification, as required by local legislation. In these cases, health and safety were verified during design and production, with UL labeling issued.

CONFORMITY OF THE "MACHINE" PRODUCT AND ITS SAFE USE

Angelini Technologies - Fameccanica provides information about the **composition of products**, their **safe use**, how to **dispose of** them and **possible environmental or social impacts** within the **operation and maintenance manual**. This document, an integral part of the machine conformity process, provides detailed information on the **substances and materials** used in the construction and operation of the plant, **procedures for handling scraps and special waste** and the plant's **noise emission levels**.

In the case of **Fameccanica Machinery Shanghai**, this type of documentation **is not applicable**, as in 2024, it primarily managed the **shipment of spare parts, kits or custom-built machines**, for which the **provision of complete manuals is not required**.

Conversely, **Fameccanica North America** provides detailed information in its manuals regarding the **permissible uses of the machines, risks associated with specific operations, substances required for use and maintenance** (including the **risks related to the chemicals used**), as well as information on **environmental and social impacts** and proper **disposal** methods.

CUSTOMER RELATIONS

Customers using Angelini Technologies - Fameccanica's technologies and services are large, medium and small multinational or private label companies operating in the manufacturing or logistics sectors. The target markets in which the customers operate are **personal care and hygiene** and **household and consumer goods logistics**.

These customers operate in both the **Italian** and **international** markets: most of them are concentrated in Europe, the United States, the Middle East and Latin America, although Angelini Technologies - Fameccanica's customer base includes geographic areas on all continents.

With the aim of providing increasingly **efficient and high-performing** products and services, and at the same time monitoring and measuring **customer satisfaction levels**, Angelini Technologies - Fameccanica conducts various customer satisfaction surveys. To collect and manage information, the Company adopts a **survey-based** evaluation system, with questions based on the type of product or service, including **after-sales** phases. Both evaluations conducted on the basis of surveys lead to a careful analysis of customer opinion and suggested areas for improvement, for a process of continuous improvement of the range of products and services offered.

Through the Marketing Function, the Company also aims to identify customer needs in advance through dedicated **market research** in order to have a product portfolio that matches market needs, with innovative solutions that respond to macro-trends.

Angelini Technologies - Fameccanica classifies its customers, more than **90 groups**, into clusters that allow it to plan customer-oriented strategies, both in terms of technologies, products and level of customization to be offered and after-sales services to be provided.



In the digital environment, secure management of information is of great importance and for this reason, as already mentioned, Angelini Technologies - Fameccanica has a **Management System certified in line with the ISO/IEC 27001 Information Security Management** standard at its Italian plant, in order to guarantee the security of its data.

SOCIAL WELFARE INITIATIVES

Angelini Technologies - Fameccanica is actively committed to supporting the sustainable development of the local socio-economic environments in which it operates. The Company aims to be a point of reference not only by providing **tangible support to local communities**, but also by promoting **environmental protection** and the **preservation of ecosystems**.

In collaboration with the Experience Group³² and CRAL Angelini Abruzzo³³, the Company regularly promotes a variety of initiatives, such as making company premises available for Food Bank drives, hosting painting and photography exhibitions, family parties, recreational outings and more.

In 2023, the Company also launched a literary contest open to both current and retired employees, centered on the theme "Working with Angelini". The initiative aimed to encourage people to write and foster a shared passion for storytelling among colleagues and co-workers.

⁽³²⁾ The Fater-Fameccanica Experience Group formed by employees with more than 20 years of service, which aims to take advantage of the experience gained by people during their life in the Company, promoting initiatives focused on: community building, lifelong learning and giving.
⁽³³⁾ <https://www.cralangelini.it>.

RED BENCH IN CHIETI

Among its social welfare initiatives, in 2024, Angelini Technologies - Fameccanica installed a **red bench** in San Giovanni Teatino (Chieti) to mark the International Day for the Elimination of **Violence against Women**. This symbolic initiative is designed to send a strong message against all forms of discrimination and violence, raising awareness within the local community about the importance of supporting victims. Through this gesture, the Company seeks to actively contribute to transforming the local area into a **safer and more inclusive** environment, reinforcing its role as a promoter of ethical values and solidarity.

INTELLIGENT CITIES CHALLENGE

At the end of 2024, Angelini Technologies - Fameccanica started a collaboration with the **Municipality of Pescara** as part of the **"Intelligent Cities Challenge"** (ICC) project, a program created in 2020 and promoted by the European Commission through the EISMEA agency³⁴.

The European Commission's
**INTELLIGENT CITIES
CHALLENGE**

The ICC initiative aims to support cities in their transition toward sustainable and digital economies. Through a personalized approach, coaching and consulting sessions cover key topics such as **energy, mobility, construction, tourism and culture**. Together with business ecosystem and local Stakeholders, the ICC city network is later invited to share experiences and best practices during dedicated networking sessions.

Through the **Local Green Deal** - a community-based initiative inspired by the broader European Green Deal - Angelini Technologies - Fameccanica and the Municipality of Pescara are working toward a transition to renewable energy and implementing concrete actions to reduce greenhouse gas (GHG) emissions. The mutual commitments signed also aim to enhance the quality of life for communities in the affected areas, while encouraging responsible behaviors in sustainable mobility and resource use.

As part of the program, Angelini Technologies - Fameccanica will serve as a sustainability ambassador to its suppliers, partners and employees (mostly residing in the Pescara metropolitan area). This commitment, which will continue to involve the Company and public entities, such as Pescara Energia and Pescara Ambiente, throughout 2025, will be implemented through a series of targeted initiatives integrated into the Group's ESG Plan:

- **self-generation of renewable energy** from photovoltaic sources (whose existing capacity will be expanded);
- **purchase of certified electricity** from renewable sources with Guarantee of Origin (target: 100% procurement);
- **calculation and mitigation of GHG scope 3** upstream and downstream **emissions**;
- **raising employee awareness of sustainable mobility issues**;
- **planning and implementation of eco-design practices**;
- **promotion of volunteering** in the social and environmental fields;
- **collaboration with schools, universities and technical high schools (ITS)** to bridge the gap between education and work;
- **promotion of Renewable Energy Communities**.

⁽³⁴⁾ European Innovation Council and SMEs Executive Agency (EISMEA).

7. Ecosystems



THE SUPPLY CHAIN

Like any manufacturing organization, Angelini Technologies - Fameccanica operates with the support of its supply chain developed over the years, which is capable of responding to business needs in different technical fields.

The Company has created close ties to the local area through its supply chain, integrating economic growth with **ESG factors**: globally, including foreign subsidiaries, **local turnover amounts to almost 80% of the total and almost 80% of all suppliers are local³⁵**.

Angelini Technologies - Fameccanica's supplies are divided between **ancillary goods and services** for the various company functions (consulting, general services, etc.) and **products and components** necessary for the production of machinery, the latter being the most technical and predominant part.

For the machine building supply chain, screening criteria are mainly related to **technical and cost/quality requirements**, based on the specific nature of machine design and the related bill of materials, which include restrictions related to customer choices and/or technical needs. For suppliers of manufactured materials, on the other hand, preference is given to **proximity**, selecting local suppliers when possible, also in view of greater management efficiency.

The supply chain process begins with the issue of the bill of materials by the **design** team, which outlines the list of components required to build the machine. After verifying stock availability, the management system generates purchase requests for the materials needed to assemble the line. These requests are then converted into purchase orders. Once the supplier-side production process has been completed, in accordance with the delivery conditions defined in the purchase order, the goods are shipped and completion of its activities is notified.

Within Angelini Technologies - Fameccanica, the **Purchasing Function** manages the entire supply process. The machine parts listed in the bill of materials are purchased from suppliers qualified in commercial, technical and quality aspects. These suppliers are classified according to their function (assembly, design, transport, packaging and warehousing) and evaluated in terms of quality and on-time delivery, with monthly reviews for major partners.

Angelini Technologies - Fameccanica also requires all its suppliers to **comply with regulatory principles, as well as to sign its Code of Ethics**. For contracted suppliers (around 100 contractors), especially those with access to the plant, the qualification process includes **verification of compliance with social requirements, with particular attention to occupational health and safety aspects**.

⁽³⁵⁾ In this regard, a "local" supplier is based in the same country as the reporting company. The "country" level is used to align the geographic representation of this requirement with the one used in other reporting requirements.

The medium and long-term objective is to maintain, through a continuous improvement process that includes scouting for new suppliers, a technologically advanced supply chain capable of meeting the increasingly challenging needs of the Company. While **cost, delivery time** and **quality** remain essential criteria, additional factors are also considered, such as **digitalization, integration capabilities**, supplier-specific **expertise**, the range of **services offered** and **flexibility** in adapting to evolving market dynamics.

In the long run, the supply chain will also need to progress in line with the **Company’s strategic plans** and the exploration of new business opportunities. In parallel, in line with its strategic approach to sustainability, Angelini Technologies - Fameccanica is actively working to integrate these criteria into its procurement procedures, starting with the adoption of a methodology for **assessing ESG performance along the entire supply chain**.

This journey began in 2024 with the introduction of a **supplier ESG assessment** program. More than **40 suppliers** have been involved this year and the program is continuously expanding, with the goal of integrating more than **90% of strategic suppliers by 2027**.

At the same time, the **Supplier Code of Conduct** was developed to expand on the behavioral standards outlined in Angelini’s Code of Ethics and to define the guidelines that suppliers are expected to follow in their business relationships with the Group. The dissemination of this document to suppliers is slated for 2025.

The path to building a sustainable supply chain requires time, effort and dedication. However, it represents an inalienable commitment to the principles to which the Company has always adhered, both in terms of business ethics and social and environmental impacts.

PROMOTING SUSTAINABILITY IN THE SUPPLY CHAIN

In 2024, confirming its commitment to sustainability, Angelini Technologies - Fameccanica intensified **training for all buyers**, focusing on sustainable sourcing issues, registering 100% attendance. The aim is to conduct this training annually to provide updates on new legislation and to align procurement activities with the **integration of ESG criteria**.

In tandem, the Company continued to organize the **Suppliers’ Day**, a strategic event dedicated to the supply chain. This initiative not only strengthens business relationships with suppliers but also creates a valuable platform for dialogue on strategically important topics, including advancing sustainability across the entire value chain. Angelini Technologies - Fameccanica firmly believes that only through active and responsible collaboration with its partners can a truly effective and sustainable supply chain be built for the long term.

In 2024, Angelini Technologies - Fameccanica’s total supplier spending exceeded 200 million euros, involving more than 1,500 suppliers.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS	2024	2023	2022
Budget spent on local suppliers per significant locations of operation ³⁶ (euros)	161,724,130.0	126,713,406.0	126,545,567.5
Total budget spent on suppliers per significant locations of operation (euros)	209,314,028.0	161,948,451.0	158,868,779.0
Budget spent on local suppliers per significant locations of operation (%)	77.3%	78.2%	79.7%

Specifically, the total value of Angelini Technologies - Fameccanica’s supplies in Italy was 176.9 million euros, accounting for 85% of the total purchased through more than 1,000 suppliers.

NUMBER OF SUPPLIERS	2024	2023	2022
Number of local suppliers	1,212	1,129	1,124
Total number of suppliers	1,554	1,455	1,442

Local suppliers contributed about 148.74 million euros, accounting for about 84% of supplies, in line with previous years.

The total value of the supplies of the two foreign companies included in the reporting boundary, namely Fameccanica Machinery Shanghai (China) and Fameccanica North America (USA), was 32.4 million euros, accounting for about 15% of the total spending.

Specifically, Fameccanica North America spent 27.5 million euros through over 300 suppliers, while Fameccanica Machinery Shanghai nearly 5 million euros through 220 suppliers.

⁽³⁶⁾ “Significant locations of operation” means those places where the Company most significantly impacts, or could impact, Stakeholders and the external socio-economic and environmental context. These locations are identified as the production sites where the production of goods and services is carried out. They do not include representative, sales or administrative offices located outside the Group’s headquarters or production sites. In line with the geographical criterion used to identify local suppliers, significant locations were also identified with reference to the country in which the production site is based.

OUR PARTNERS

PARTNERSHIPS WITH TRAINING INSTITUTIONS

Angelini Technologies - Fameccanica actively contributes to the **creation and promotion of learning opportunities** by collaborating with local schools and universities to help students develop technical, digital and transversal skills. The main initiatives taken by the Company include hosting high school students through PCTO projects³⁷, offering curricular internships and the possibility to participate in competitions for students.

The main initiatives undertaken by the Company in 2024 are outlined below:

- **TecnicaMente**: an initiative promoted by Adecco and dedicated to the students in the fifth year of IIS A. Volta in Pescara, who developed and presented projects on Industry 4.0 and sustainability issues to a number of local companies during a dedicated day. Angelini Technologies - Fameccanica was a member of the jury, together with other companies in the area, listening to and evaluating the best projects.
- **PCTO**: these projects aim to bridge the gap between education and the workplace by offering students hands-on experience within companies and in-school learning sessions led by company experts. In 2024, as in previous years, the Company continued its collaboration with the IIS A. Volta High School in Pescara, involving students from the fourth-year classes of the mechanics, mechatronics, computer science and electronics programs. Technical specialists from Angelini Technologies - Fameccanica also gave classroom lectures on topics relevant to the curriculum.



- **Corporate testimony, lectures and workshops with universities**: in 2024, the collaboration with the "Gabriele d'Annunzio" University of Chieti-Pescara (Faculty of Economics) was renewed to support in-depth studies on sustainability topics and to share the Company's experience through concrete ESG-related initiatives. In particular, Angelini Technologies - Fameccanica was the guest of the Department of Economics for the **ORSA (Observatory on Sustainability Reporting of Abruzzo Companies)** presentation.
- **Erasmus+**: Angelini Technologies - Fameccanica took part, together with other companies, in a project included in the **Erasmus+** program, funded by the **European Commission**. As part of the initiative, the company involved students from the **G. d'Annunzio High School in Pescara**, inviting them to reflect and propose solutions on how a company can address topics of **diversity, equity and inclusion**. The selected class submitted their proposals and the project concluded in 2024 with **students being recognized through an award ceremony**.

⁽³⁷⁾ Pathways for Transversal Skills and Orientation (formerly school-work alternance).



Angelini Technologies - Fameccanica also engages in multiple initiatives in **collaboration with the academic community**. Among these, curricular internships offered to college students across various business disciplines serve as a valuable orientation tool. These internships allow students to experience the business environment, exploring various departments and activities, and provide a significant opportunity for their training and growth, both personal and professional. In 2024, the Company launched internship programs with the following institutions:

- "Gabriele D'Annunzio" University of Chieti-Pescara;
- University of L'Aquila;
- ISTAO Business School of Ancona;
- ITS Academy of Lanciano.

Through the Angelini Academy, Angelini Technologies - Fameccanica collaborates with **business schools** and **universities** internationally, including the prestigious Massachusetts Institute of Technology (MIT). This collaboration provides access to high-level training programs. The Company communicates its technology needs and MIT provides its ecosystem, which includes startups, faculty members and students, by organizing workshops, seminars and meetings. The goal of this synergy is to provide ideas, insights and guidance for technological innovation and development.

FIGHTING CLIMATE CHANGE

Climate change and adaptation to its effects are two of humanity’s most urgent challenges. Recent data from the Copernicus Climate Change Service indicate that average global temperatures have surpassed the 1.5 °C threshold above pre-industrial levels. This underscores the urgency of achieving the Paris Agreement’s goals to limit global warming to well below 2 °C, and ideally to 1.5 °C. The increasing frequency and severity of extreme weather events – and their profound impacts on the lives of millions – demand prompt and decisive action to mitigate climate change. In this context, Angelini Technologies – Fameccanica, having gained solid experience in calculating direct (Scope 1) and indirect emissions from energy (Scope 2), has launched a project aimed at monitoring and reducing emissions along the entire value chain (Scope 3). This initiative represents a concrete commitment to mitigate environmental impact and align with international sustainability standards.

OUR CARBON FOOTPRINT

Angelini Technologies – Fameccanica considers it essential to analyze and improve its environmental impact. In line with the Group’s strategy, the Company initiated a comprehensive Carbon Footprint³⁸ (CF) assessment **across its entire value chain (upstream and downstream)** in 2024.

The CF assessment enables the Company to measure its emissions, serving not only as a monitoring tool but also as a **strategic resource** for identifying emission hotspots and activating levers for environmental efficiency. The activity included the detection of Scope 1, Scope 2 and Scope 3 emissions.

In a sector as important as industry and manufacturing, measuring its carbon footprint allows Angelini Technologies – Fameccanica to confirm its commitment to promoting a production model based on environmental responsibility and transparency.

⁽³⁸⁾ The Carbon Footprint assessment reported in this Sustainability Report is based on data collected and validated in 2023.

FOCUS: ANGELINI TECHNOLOGIES - FAMECCANICA'S STRATEGY REFLECTS THE GROUP'S BROADER STRATEGY

In line with international best practices, Angelini Industries has structured its climate strategy according to the roadmap, divided into three phases, **Assess, Plan and Transform**, that guide its transition using a two-pronged approach: **measurement** and **action**.

The first phase, **Assess**, commenced with the launch of the Carbon Footprint assessment, the first structured process to measure the carbon footprint along the entire value chain.

This will be followed by the **Plan** phase, entailing definition of carbon reduction and GHG emission targets, which will allow quantification of reduction targets according to scientifically validated criteria aligned with major international standards.

In addition, the Company will prepare a Preliminary Decarbonization Plan to identify operating priorities and intervention tools for progressive emission reduction.

Finally, in the **Transform** phase, the journey will continue with the activation of the supply chain and with the adoption of eco-design practices, aimed at the active involvement of suppliers along the entire value chain, to allow products and processes to be rethought from a climate-responsible perspective.



This forward-looking approach supports the integration of climate considerations into business decision-making, while fostering transparency, traceability and positive impact throughout the supply chain.

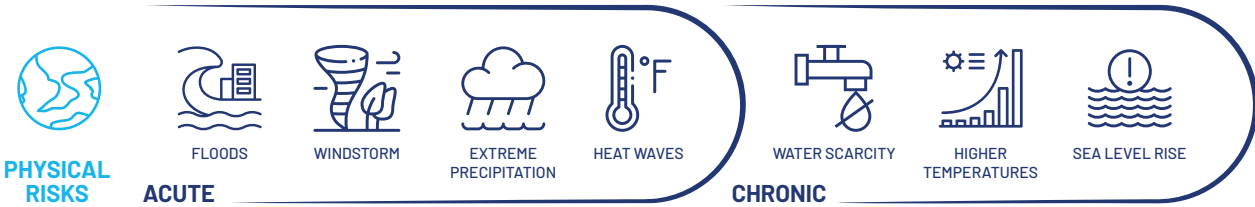
In 2024, Angelini Technologies - Fameccanica initiated the process defined by the Group to align its strategy and position itself as an industry best practice.

THE CLIMATE RISK ASSESSMENT

With 2024 setting new global temperature records, climate risks are becoming an escalating threat to business continuity and economic resilience.

With this in mind, Angelini Technologies - Fameccanica initiated a structured assessment of both physical and transitional climate risks.

- The **physical risk** assessment followed a methodological approach based on three core dimensions: climate **hazard**, **exposure** and **vulnerability**. This model allows for estimation, under various climate scenarios developed by the IPCC (Intergovernmental Panel on Climate Change), of the potential intensity of extreme events, the economic relevance of the areas affected and the inherent ability of assets to withstand or adapt to impacts.



- In contrast, the **transitional risk** assessment focused on **four specific risk** categories (Regulatory/Legal, Technological, Market and Reputational) and identified **five opportunities** (Energy Efficiency, Energy Diversification, Business Resilience, Product/Service Innovation and Access to New Markets).



In a rapidly evolving regulatory, climate and financial landscape, equipping the Company with scientifically robust risk assessment tools enables it to anticipate future scenarios, make informed investment decisions and develop **targeted mitigation strategies**. This type of assessment not only identifies vulnerabilities but also lays the foundation for a concrete action agenda aimed at enhancing business resilience and safeguarding productive value over the medium to long term.

Finally, the assessment concluded with an estimate of the **future financial impact** of climate change, expressed as the potential loss of production value under various scenarios and time horizons. This assessment enables the Company to integrate climate risks into its decision-making processes, strengthening its ability to respond to future environmental challenges.

ENVIRONMENTAL AND ENERGY CERTIFICATIONS

In addition to climate change aspects, Angelini Technologies – Fameccanica has always paid great attention to environmental protection and energy efficiency. This commitment is reflected in the adoption of certified management systems, including ISO 14001 for environmental management and ISO 50001 for energy management, implemented at the San Giovanni Teatino (Chieti) plant. Both systems undergo annual third party audits to ensure their effectiveness and compliance.

ISO 14001 certification confirms that the Company has implemented an environmental management system capable of monitoring and continuously improving the environmental impact of its activities in a consistent, effective and sustainable manner. At the same time, ISO 50001 certification outlines the requirements for establishing, implementing, maintaining and improving an energy management system.

In addition, the Company has adopted a specific energy policy and conducts detailed annual energy analyses and audits, in compliance with Legislative Decree no. 102/2014. These initiatives aim to identify and implement opportunities for continuous improvement in energy performance, contributing to the reduction of consumption and optimization of operating costs.

The Company has consistently demonstrated its commitment to preventing and reducing local air pollution by implementing rigorous controls and proactive environmental protection measures to minimize its impact.

The Company, for the Italian plant, also has the **Single Environmental Authorization (AUA)**, which defines the control activities to be carried out as identified by the competent authority and is valid for 15 years. Emissions of certain non-GHG pollutants, such as SO_x, NO_x and particulate matter (dust), are mitigated through specialized filtration systems. These systems undergo regular, scheduled maintenance and are subject to periodic monitoring as defined in the **Emission Summary Report (ESR)**, which was last updated in 2021 and outlines the authorized emission points.

This commitment reflects the principles outlined in the Company’s Environmental Policy, which aims to mitigate environmental impacts, ensure compliance with applicable laws and regulations and safeguard the surrounding area and community in which it operates³⁹.

In addition, Angelini Technologies – Fameccanica annually updates both its **Environmental Analysis** and its **Assessment of Context and Stakeholders**, in line with established practices and in accordance with international standards. These updates allow for in-depth assessment of significant environmental impacts and identification of specific objectives to be incorporated into the **Environmental Improvement Plan**.

⁽³⁹⁾ SO_x : Sulfur Oxides, NO_x : Nitrogen Oxides.

ENVIRONMENTAL INITIATIVES

With a view to greater resource efficiency, the Company is implementing a gradual digitalization of some activities. On one hand, this initiative targets energy-intensive production processes, such as filtration and air-conditioning systems, by monitoring usage patterns and to promote **energy efficiency**. On the other hand, the **digitalization** of paper documents is streamlining the work of technicians and external collaborators, resulting in significant savings in paper and printing costs.

The Company’s environmental awareness is also reflected in a number of initiatives directly involving staff, including:

- the distribution of personal steel bottles with the company logo to employees to reduce plastic consumption;
- the installation of water dispensers replacing the traditional water coolers and reducing the indirect impacts of the production, filling, washing, sanitizing and transport of the containers;
- the use of reusable cups as an alternative to packaged PET bottles and cans for self-service distribution of bulk beverages.

These initiatives also include the voluntary **carbon offsetting**⁴⁰ project with a corporate collaboration with Treedom, a planting platform that supports rural communities throughout the world. Thanks to this initiative, a total of 12,000 trees were planted in countries like Cameroon, Colombia, Guatemala, Haiti, Kenya, Madagascar, Nepal and Tanzania.

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With regard to the emissions produced, Angelini Technologies – Fameccanica installed dry and cartridge filters with the aim of **abating dust from discontinuous emissions**. These filters have a lower environmental and energy impact than conventional hydro-filters, which the Company still uses in only four units today. In addition, the Italian plant has updated its **compressed air and air-conditioning** equipment and implemented specific measures to **contain fugitive emissions** (chlorofluorocarbons) from air-conditioning systems, in order to limit the impact in terms of Global Warming Potential (GWP). For all air-conditioning units with a refrigerant charge, depending on the respective quantity and in accordance with the legislation, **periodic recorded maintenance** is carried out, as well as checks for possible accidental leaks. The supplier managing the maintenance of the installations fills in the electronic “F-Gas database” register each time an intervention is carried out, according to the deadlines laid down in the legislation.

⁽⁴⁰⁾ Carbon offsetting is a mechanism that allows organizations and individuals to offset their CO₂ emissions through support of certified emission reduction projects that absorb or avoid CO₂.

In addition, Angelini Technologies - Fameccanica has recently planned, developed and joined a number of special initiatives:

- the **Sustainable Click** initiative, which led to the gradual replacement of employee PCs with new models made from recovered carbon fiber and 21% plant-based bioplastics. The manufacturing process of these computers ensures a reduction in carbon footprint and CO₂ emissions, as well as savings in energy and water consumption; This initiative also complements the use of **more sustainable** and modern computer **mice** featuring casings made of 20% recycled marine plastic from waste recovered from oceans and waterways, cleaned and processed into plastic resin pellets;
- the **RiVending** circular economy project⁴¹ to recover and recycle PET plastic cups and stirrers, which led to the installation of special containers next to vending machines where plastic cups and stirrers can be disposed of after use. These containers allow cups to be stacked, reducing the volume of cups collected by more than 150% compared to traditional waste containers.

Among the main environmental objectives that Angelini Technologies - Fameccanica aims to achieve is to increase energy autonomy through the use of **renewable sources**. To this end, the Company has completed the installation of a photovoltaic system in the parking area of the Italian headquarters, which covers about 20% of its energy needs. In 2024, Angelini Technologies - Fameccanica planned to install a second photovoltaic system on the roof of Building B, which will provide an additional 13% energy supply.

In 2024, the Company sourced renewable electricity with a Guarantee of Origin, covering 25% of its total energy needs. This initiative contributed significantly to the reduction of Scope 2 emissions.

As for the production plants located in China and the United States, the Company has initiated a process to **strengthen environmental management** practices. This process relies on the active involvement of foreign locations in sustainability matters, through the establishment of concrete goals, guidelines and environmental policies that support the implementation of **site-specific Environmental Management Systems**.

⁽⁴¹⁾ Italian project managed by: CONFIDA - Italian Automated Distribution Association, COREPLA - National Consortium for the Collection, Recycling and Recovery of Plastic Packaging and Unionplast - National Union of Plastics Processing Industries. The Company's vending machines also feature cups made with a new hybrid formulation associated with a lower environmental impact in terms of CO₂ emissions, compared to the traditional 165L vending cup of the same weight (3.8 g).



EMISSIONS MANAGEMENT

In Italy, the Single Environmental Authorization⁴² held by Angelini Technologies - Fameccanica reflects the current state of the plant and its processes. It requires **annual audits**, which the Company systematically conducts according to the established schedule, to verify compliance with the authorized limits, which have consistently been respected.

With regard to **chlorofluorocarbon (CFC) emissions**, there are air conditioning systems for the entire company complex. Specifically, the systems include: refrigeration systems, primary air treatment systems, heat pump systems and boilers⁴³.

The company managing the maintenance of the installations fills in the electronic **"F-GAS database"** each time an intervention is carried out, according to the legislation⁴⁴. Two thermal power plants were recently decommissioned as they were no longer used and had already been compensated for by previous investments in favor of heat pumps with a less significant environmental and energy impact.

Turning to legislative requirements, the Company has managed the measures provided for by the Carbon Border Adjustment Mechanism (CBAM) Regulation for imports made in 2024.

The combined emissions attributable to energy consumption and F-GAS of Angelini Technologies - Fameccanica, which include Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America, are presented below.

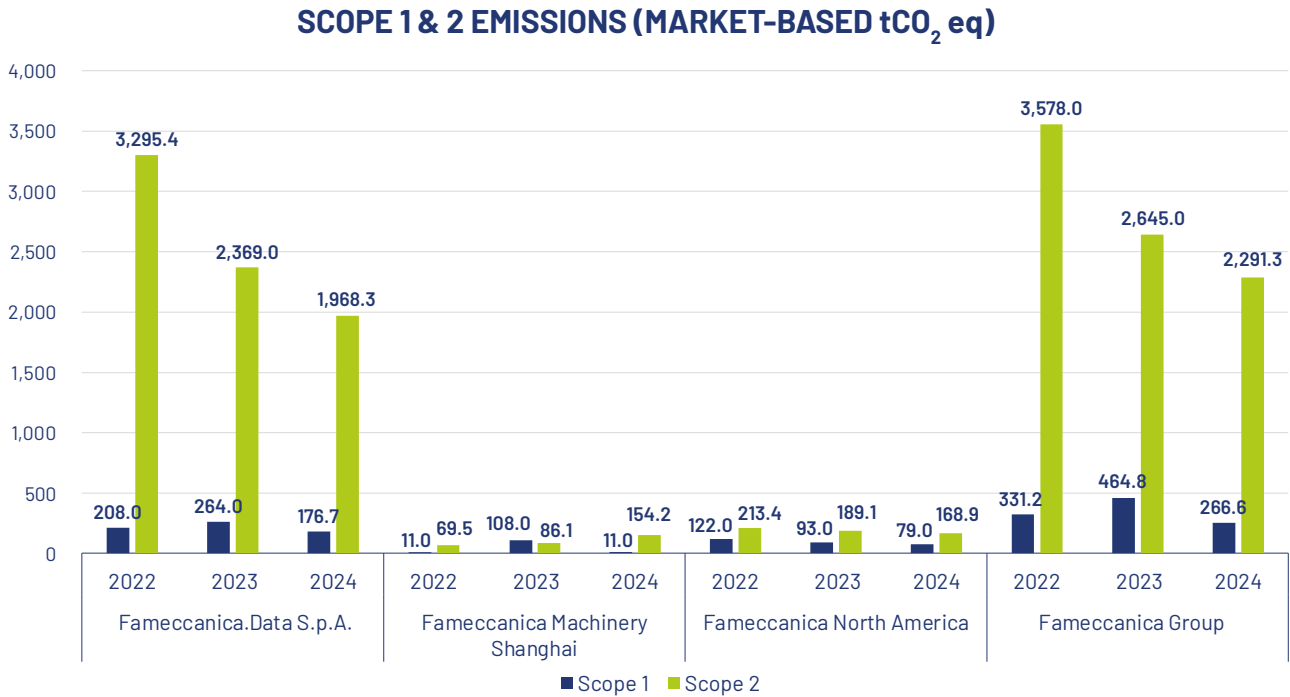
Emissions from direct combustion of fossil fuels are equivalent to **266.6 tCO₂eq.**

In 2024, indirect location-based GHG emissions (**Scope 2**) from Angelini Technologies - Fameccanica's activities came to **1,780.3 tCO₂eq.**

⁽⁴²⁾ Det. no. DT-422 of May 15, 2015 and relevant Summary Report dated March 11, 2021.
⁽⁴³⁾ For all air-conditioning units with a refrigerant charge of more than 5 t eq, annual or semi-annual maintenance logs are available; for those above 50 t eq, leakage checks are carried out according to the prescribed frequency. Inside the equipment, the following refrigerants are used: R-404A, R-407C, R-134A, R-438A, R-410A, R-32.
⁽⁴⁴⁾ Within the statutory 30 days.

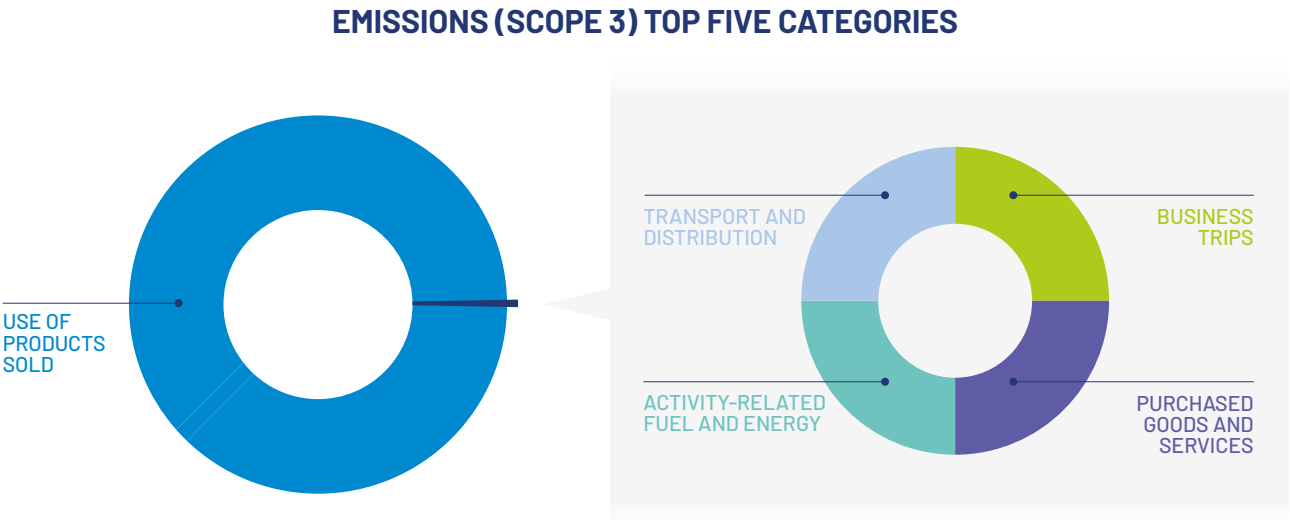


A graph showing a breakdown of Scope 1 and Scope 2 emissions (market-based) over the last three years by Group Company is as follows.



ANGELINI TECHNOLOGIES - FAMECCANICA'S CARBON FOOTPRINT (SCOPE 3)

The graph below shows the top five impact categories, ranked by materiality, that emerged from the Scope 3 emissions analysis conducted as part of the 2023 Carbon Footprint assessment.



Within Scope 3, **category 11, “Use of products sold”**, represents the highest intensity area. These are, for example, emissions associated with the use of electricity required for the proper operation of machinery or industrial plants.

This analysis goes beyond a technical exercise; for Angelini Technologies - Fameccanica, it serves as a strategic tool to support more informed decision-making and to reduce environmental impacts across the value chain.

With this in mind, and in alignment with the goals outlined in the ESG Plan, eco-design activities have been planned for 2025. Indeed, through the active involvement of the Engineering and R&D departments, eco-design principles will be implemented and progressively applied, with a specific focus on reducing the energy impact of production lines.

ENERGY CONSUMPTION

The Company’s main energy source is electricity, with residual use of natural gas in production areas, auxiliary services and general services.

In Italy, electricity is used for various activities, including **machinery production, compressed air generation, lighting, air conditioning** and **the operation of utilities related to general services**. Among these, air conditioning represents a major source of energy consumption, particularly in production areas and technical-administrative offices. This is primarily due to the machine testing phase, during which a significant amount of conditioned air is consumed and then expelled without any heat recovery system in place. This is further compounded by the energy impact associated with the large volume of interior spaces and the building envelopes, which are characterized by high thermal transmittance. The recent construction of new office spaces has positively contributed to improved energy efficiency, leading to a **reduction in building energy consumption**, particularly in structures previously characterized by high thermal transmittance.

Natural gas is primarily used for general services, such as heating, limited to small areas of the facility, and for operations related to the company canteen. The Group is committed to continuous improvement in energy efficiency, progressively reducing its reliance on fossil fuels and increasing its energy self-sufficiency through on-site power generation, as previously mentioned.

The following interventions have been completed in recent years:

- 1.36 MW **photovoltaic parking lot**;
- electric vehicle charging **stations** (20);
- **hot water production system** for the canteen. The new system replaces the old gas boiler with a heat pump coupled with an electric boiler with reduced consumption and direct emission of carbon dioxide;
- data center room **air conditioning system**. The intervention provided for air conditioning in the CED rooms with dedicated reduced power heat pumps, eliminating the prior situation in which they were connected to the building’s central air-conditioning system. This made it possible to switch off the central air conditioning during non-working hours.

A new **Power Center** including the renovation of the compressed air generation facilities and the implementation of utilities serving air conditioning, as well as the replacement of the hydro filter with a dry filter.

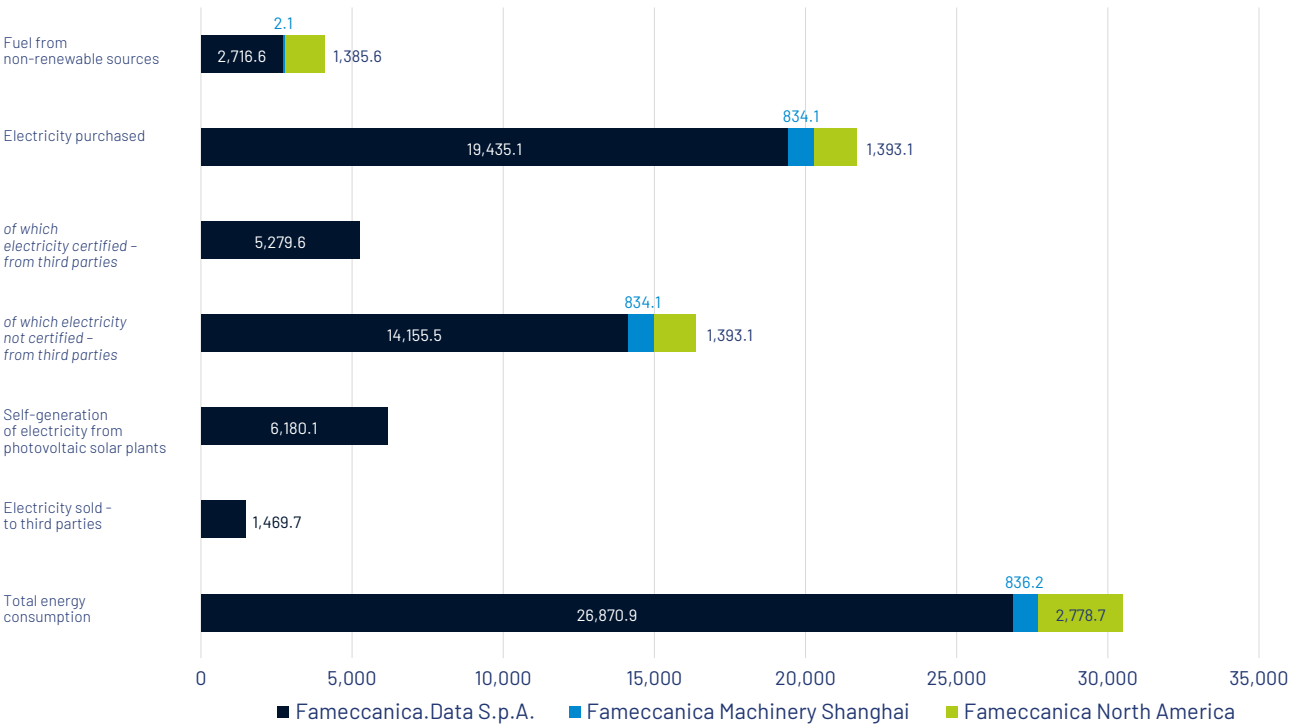
The combined energy consumption of Angelini Technologies – Fameccanica, which include Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America, is presented below. In 2024, the fuel consumption of Angelini Technologies – Fameccanica totaled **4,104.3 GJ**.

At the same time, energy consumption plays a very important role in assessing overall impacts. In 2024, Angelini Technologies – Fameccanica purchased a total of **21,662.3 GJ** of electricity, a 5% decrease compared to 2023. Furthermore, the investments made in the photovoltaic solar systems installed by Angelini Technologies – Fameccanica allowed the Company to self-produce a total of 6,180.1 GJ in 2024, a considerable increase from the previous year.



The graph below shows energy consumption within Angelini Technologies – Fameccanica.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) - 2024



RESPONSIBLE USE OF NATURAL RESOURCES

RESPONSIBLE MANAGEMENT OF RAW MATERIALS

Angelini Technologies - Fameccanica manufactures its systems using two main types of components:

- 1. **commercial components**, which account for about 50% of the cost of raw materials for systems. These may be standardized or composed of more complex assemblies, including thousands of sub-components. In addition, there are **components made to a drawing (design components)**, for which mainly steel, aluminum and, to a lesser extent, plastic polymers are used;
- 2. **packaging** for systems or their components, mainly wood and cardboard, whose recycling is the responsibility of the end customer. The use of plastic is limited mainly to the protection of parts or systems inside the primary packaging.

Angelini Technologies - Fameccanica has undertaken many initiatives in the field of **environmental sustainability** aimed at reducing impact and CO₂ emissions. These include the opening of a hub dedicated to the development of sustainable packaging solutions and the constant research into new biodegradable and compostable materials for use in the **Hygiene** and **Personal & Home Care** products.

An example of an innovation realized in this area by Angelini Technologies - Fameccanica is **Greenpackt®**, a patented all-in-one production system developed to make the packaging industry 100% sustainable. This revolutionary solution offers an environmentally friendly alternative in the consumer goods sectors⁴⁵.

In parallel, activities continued to disseminate the results of two projects funded by the European Community: **LIFE-GLUELESS**, aimed at reducing the use of adhesives in disposable diapers, and **LIFE ALL-IN**, focused on in-line processing of materials.

WATER RESOURCES

Angelini Technologies - Fameccanica places strong emphasis on environmental protection and the preservation of natural resources, actively working to ensure that communities have access to clean and **uncontaminated resources**. In line with its commitment to continuous improvement and technological innovation, the Company conducts regular audits to identify opportunities for optimization and increased efficiency in the management of environmental resources, including water. For instance, it has decommissioned a hydro-filter system and replaced it with a more sustainable solution that uses dry filters. The Company is also evaluating the phase-out of the remaining hydro-filters to reduce its environmental and energy impact.

⁽⁴⁵⁾ In fact, a conventional polypropylene (PP) packaging of 15 individual doses weighs 57 grams and has a carbon footprint of 178.6 grams of CO₂ eq, while a Greenpackt® packaging of 20 individual doses weighs 58.7 grams and has a 53% reduced carbon footprint of only 83.4 grams of CO₂ eq. In addition, the system only uses recycled cardboard or biodegradable materials, thus saving 4 million trees and making the packaging recyclable and biodegradable even if it winds up in the sea.

Angelini Technologies - Fameccanica recognizes the strategic value of sustainable management of natural resources. Although water is not a critical input in the Company's production processes and is, therefore, not considered a primary environmental priority, the Company places strong importance on the protection of water resources, recognizing it as a vital shared asset. With this in mind, Angelini Technologies - Fameccanica is committed to the careful and responsible management of water consumption through continuous monitoring and the implementation of efficiency measures, particularly in civil applications and technical facilities. This commitment to sustainability is also reflected in the promotion of conscious behaviors among employees at company sites, contributing to the preservation of water resources and the reduction of the overall environmental footprint.

UTILIZATION OF WATER RESOURCES

In Italy, the Company sources potable water from the municipal supply, which is stored in dedicated tanks and distributed via an internal system to various supply points, including drinking fountains, restrooms and the canteen. In addition, the Company uses water drawn from the municipal drainage network, which is distributed through a dedicated system. Several water withdrawal points are located throughout the company premises to support irrigation, fire-fighting systems and specific production facilities - such as hydro-filters and specialized machinery used for dust abatement during line testing⁴⁶.

For the foreign locations in Shanghai (FMS) and North America (FNA), water is supplied by third parties, i.e., external water service providers. For the Fameccanica Machinery Shanghai site, this is for both industrial and residential use.

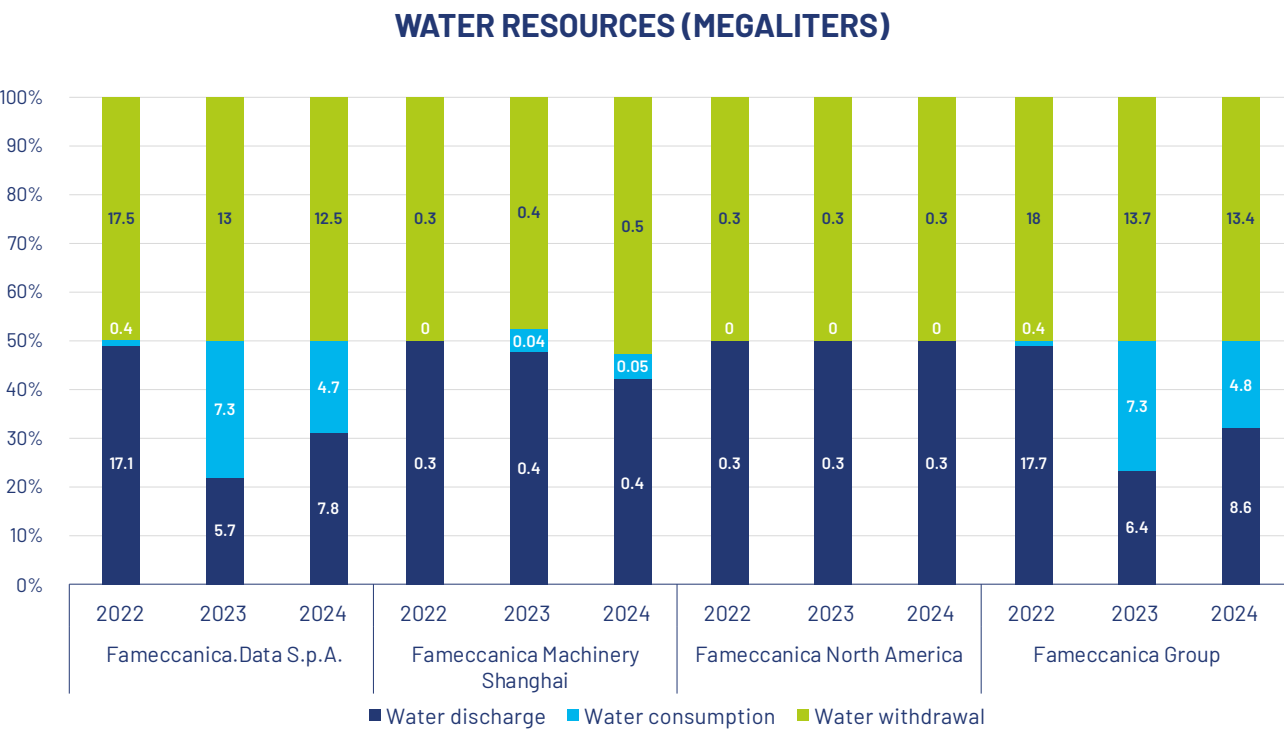
Water withdrawal for production purposes is closely related to the use of **hydro-filters**, which are employed to reduce dust emissions generated during line testing. The impact of this water use depends on the duration of testing and the number of machines in operation, which cannot be determined in advance. Within the company premises, the types of water used across various facilities are classified into categories, such as **potable water**, **reclaimed water** and **service water**. Water consumption is systematically monitored, with particular attention given to potable water used for human consumption and water drawn from the drainage consortium for production purposes.

The Italian plant holds a permit, issued by the competent authorities, to discharge water classified as equivalent to domestic wastewater into the sewage system, as all relevant conditions and regulatory limits are met. Liquids generated from industrial processes are managed as special waste and are sent for recovery or disposal in compliance with **applicable environmental legislation**.

⁽⁴⁶⁾ Given the low level of water utilization in the production process, there is no provision for its recovery or reuse.

The combined water resources used by Angelini Technologies - Fameccanica, which include Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America, are presented below, where water consumption represents the difference between total water withdrawal and total water discharge.

A graph showing a breakdown of water resources recorded over the last three years by Group Company is as follows.



WASTE

Angelini Technologies - Fameccanica adopts a structured and responsible approach to managing the waste generated by its activities, with the primary objective of minimizing environmental impact and maximizing resource recovery. The majority of waste generated by the Group originates from **assembly** processes (primarily plastic packaging, cartons from commercial parts used in machine assembly, scrap iron, steel and electrical cables) and from **machine testing**, which mainly produces waste from raw materials such as non-woven fabric, cellulose, super absorbent adhesives and finished product scraps. The characteristics of these materials are defined by customer specifications.

Specific projects addressing issues with potential environmental impacts, such as the reduction of raw material waste, are carried out by dedicated internal departments, such as the R&D department. These initiatives often involve direct collaboration with customers to assess the **feasibility of implementing improvements on the machines being designed**.

Whenever possible, Angelini Technologies - Fameccanica prioritizes sending **its waste for recovery** rather than disposal. Therefore, in selecting the appropriate system and determining the destination of generated waste, technical and regulatory considerations take precedence over purely economic factors. In addition, historically, only a small portion of the waste generated (<5% of the total) is hazardous.

The waste produced is entrusted to authorized environmental operators holding all the necessary permits for the transportation and/or treatment of the specific types of waste assigned to them. The waste management flow is governed by a dedicated **service contract** between the parties, which includes comprehensive documentation for internal evaluation both prior to the assignment, such as authorizations and insurance policies, and during the process, including copies of relevant forms.

Waste streams generated at the company's various locations are tracked through **forms** and specific loading and unloading records, in accordance with applicable regulations and established schedules. The Company utilizes a dedicated management system that records all data related to waste generation and handling, including quantities, types, destinations, transporters and recovery/disposal operations for the purpose of periodic regulatory reporting (such as MUD and RENTRI⁴⁷).

The subsidiary **Fameccanica Machinery Shanghai⁴⁸** takes general actions to prevent waste generation both within the company's facilities and throughout the value chain. Constant monitoring of the volume of waste at the factory enables timely action by engaging third parties to collect and transport waste efficiently and responsibly.

Within the offices, staff are encouraged to **separately collect** dry and wet waste to simplify disposal operations and promote recycling. Waste management at the factory is carried out in collaboration with third-party companies, which handle the classification and subsequent recycling processes.

Factory waste is initially collected by cleaners and taken to a **dedicated storage area**. Once the necessary volume is reached, the designated companies are contacted for pickup. Similarly, office waste is collected regularly and disposed of in line with the provisions of urban collection stations. As a dedicated assembly plant, the Shanghai location primarily generates waste consisting of **packaging materials and scrap**, which are largely recyclable.

The combined waste generated by Angelini Technologies - Fameccanica, which include Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America, is presented below. The disposal or recovery of the waste listed below was carried out entirely at an **external site**.

In 2024, Angelini Technologies - Fameccanica generated **792.1 tons of waste**, of which approximately 17% was sent for disposal and 82% for recovery.

⁽⁴⁷⁾ In 2025, the new RENTRI regulations, applicable to operating sites where special waste is generated, came into effect. The Company, as a waste producer, has aligned with these requirements.

⁽⁴⁸⁾ In 2024, the subsidiary Fameccanica Machinery Shanghai, divided waste generated into industrial and household. According to city data, household waste was estimated to be 43% recyclable and 57% destined for disposal. No hazardous waste was generated, except for some oil-contaminated containers in the warehouse, awaiting scrapping. During the year, the plant assembled a liquid filling machine and a stacker and shipped two FemCare projects, resulting in an estimated 5.25 tons of recyclable waste.



Appendix

GRI 2-9

GOVERNANCE STRUCTURE AND COMPOSITION ⁴⁹	2024					
	Female	Male	Total	Female	Male	Total
Board of Directors	-	3	3	-	100%	100%
Independent directors	-	-	-	-	-	-
Board of Statutory Auditors	-	5	5	-	100%	100%
Supervisory Body	-	3	3	-	100%	100%
Leadership Team	4	9	13	31%	69%	100%

BoD AS OF 12/31/2024	Gender	Age group	Position
Marco Morbidelli ⁵⁰	Male	>50	Chairman of the BoD
Alessandro Bulfon	Male	>50	CEO
Massimo Marin	Male	30-50	Director

BOARD OF STATUTORY AUDITORS AS OF 12/31/2024	Gender	Age group	Position
Riccardo Tiscini	Male	>50	Standing auditor - Chairman
Fabrizio Marchetti	Male	>50	Standing auditor
Lorenzo Barbone	Male	>50	Standing auditor
Gianluca Leone	Male	30-50	Alternate auditor
Giuseppe Marciano	Male	>50	Alternate auditor

LEADERSHIP TEAM AS OF 12/31/2024 ⁵¹	Gender	Age group	Position
Alessandro Bulfon ⁵²	Male	>50	CEO
Luca Cesiro	Male	>50	Global Operations Director - P&G Partnership Director
Anna Pia Chiarandini	Female	30-50	Head of Global Communication
Francesco D'Aponte	Male	>50	Global Engineering Director
Giovanni De Deo	Male	30-50	Group Chief Financial Officer
Gabrio Leoni	Male	>50	Head of Global Project Management - Head of After Sales
Alexander Puecher ⁵³	Male	>50	Global HR & Organization Director
Paola Olivieri	Female	30-50	Head of Business Development & Marketing
Nicola Ranalli	Male	>50	Head of Legal Affairs
Francesco Scarrico	Male	>50	Global IT & Process Improvement Director
Elisabetta Veggetti ⁵⁴	Female	>50	Global Supply Chain Director
Gloria Liu	Female	30-50	FMS Site Manager
Nicola Zampognaro	Male	30-50	FNA General Manager

⁽⁴⁹⁾ Data only refer to Fameccanica.Data S.p.A.

⁽⁵⁰⁾ As of December 31, 2024, Marco Morbidelli, Chairman of the Board of Directors of Angelini Technologies - Fameccanica, is also Group Chief HR & Organization Officer of Angelini Holding S.p.A.

⁽⁵¹⁾ The Leadership Team includes the CEO, who is counted as part of the BoD.

⁽⁵²⁾ In 2025, Luigi De Vito took over as Chief Executive Officer on February 18, 2025.

⁽⁵³⁾ In 2025, Fabio La Cava took over as Chief HR & Organization Officer.

⁽⁵⁴⁾ In 2025, this member of the Leadership Team left the Company.

HUMAN RESOURCES INDICATORS⁵⁵

GRI 2-7

EMPLOYEES (no.)	GROUP								
	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Permanent	62	555	617	60	553	613	58	584	642
Temporary	-	-	-	1	11	12	-	-	-
TOTAL	62	555	617	61	564	625	58	584	642
Full-time	60	554	614	59	563	622	57	583	640
Part-time	2	1	3	2	1	3	1	1	2
TOTAL	62	555	617	61	564	625	58	584	642

EMPLOYEES (no.)	Fameccanica.Data S.p.A.								
	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Permanent	45	473	518	44	476	520	41	485	526
Temporary	-	-	-	-	-	-	-	-	-
TOTAL	45	473	518	44	476	520	41	485	526
Full-time	43	472	515	42	475	517	40	484	524
Part-time	2	1	3	2	1	3	1	1	2
TOTAL	45	473	518	44	476	520	41	485	526

EMPLOYEES (no.)	Fameccanica Machinery Shanghai								
	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Permanent	7	32	39	6	28	34	n.a.	n.a.	n.a.
Temporary	-	-	-	1	11	12	n.a.	n.a.	n.a.
TOTAL	7	32	39	7	39	46	7	46	53
Full-time	7	32	39	7	39	46	7	46	524
Part-time	-	-	-	-	-	-	-	-	-
TOTAL	7	32	39	7	39	46	7	46	53

⁽⁵⁵⁾ With reference to the human resources KPIs, minor discrepancies may be observed between the total figures and the sum of the individual categories for the same KPI. This difference is due to rounding approximations, which result from the methodology used to calculate the number of employees based on the annual average.

EMPLOYEES (no.)	Fameccanica North America								
	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Permanent	10	50	60	10	49	59	n.a.	n.a.	n.a.
Temporary	-	-	-	-	-	-	n.a.	n.a.	n.a.
TOTAL	10	50	60	10	49	59	10	53	63
Full-time	10	50	60	10	49	59	10	53	63
Part-time	-	-	-	-	-	-	-	-	-
TOTAL	10	50	60	10	49	59	10	53	63

GRI 2-8

WORKERS WHO ARE NOT EMPLOYEES (no.)	2024	2023	2022
TOTAL	56	32	19

GRI 401-1

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		GROUP 2024			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	2	1	54.5%	27.2%
	Male	13	2	33.0%	5.1%
	Total	15	3	34.8%	7.0%
30-50 years old	Female	6	2	12.8%	4.3%
	Male	16	23	5.0%	7.2%
	Total	22	25	6.0%	6.8%
Over 50	Female	-	1	-	8.9%
	Male	2	9	1.0%	4.6%
	Total	2	10	0.9%	4.8%
TOTAL	Female	8	4	12.9%	6.4%
	Male	31	34	5.6%	6.1%
	Total	39	38	6.3%	6.2%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		Fameccanica.Data S.p.A. 2024			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	2	1	75.0%	38.0%
	Male	13	2	35.0%	5.0%
	Total	15	3	38.0%	8.0%
30-50 years old	Female	4	-	12.0%	-
	Male	13	6	5.0%	2.0%
	Total	17	6	6.0%	2.0%
Over 50	Female	-	-	-	-
	Male	1	6	1.0%	3.0%
	Total	1	6	1.0%	3.0%
TOTAL	Female	6	1	13.0%	2.0%
	Male	27	14	6.0%	3.0%
	Total	33	15	6.0%	3.0%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		Fameccanica Machinery Shanghai 2024			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	-	-	-	-
	Male	-	-	-	-
	Total	-	-	-	-
30-50 years old	Female	-	-	-	-
	Male	-	13	-	43.3%
	Total	-	13	-	35.1%
Over 50	Female	-	-	-	-
	Male	-	1	-	50.0%
	Total	-	1	-	50.0%
TOTAL	Female	-	-	-	-
	Male	-	14	-	43.7%
	Total	-	14	-	35.9%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		Fameccanica North America 2024			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	-	-	-	-
	Male	-	-	-	-
	Total	-	-	-	-
30-50 years old	Female	2	2	33.3%	33.3%
	Male	3	4	8.6%	11.4%
	Total	5	6	12.2%	14.6%
Over 50	Female	-	1	-	33.3%
	Male	1	2	7.7%	15.4%
	Total	1	3	6.2%	18.7%
TOTAL	Female	2	3	20.0%	30.0%
	Male	4	6	8.0%	12.0%
	Total	6	9	10.0%	15.0%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		GROUP 2023			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	1	1	14.3%	14.3%
	Male	4	1	10.8%	2.7%
	Total	5	2	11.4%	4.5%
30-50 years old	Female	5	5	11.9%	11.9%
	Male	14	21	4.3%	6.4%
	Total	19	26	5.1%	7.0%
Over 50	Female	-	1	-	8.3%
	Male	4	25	2.0%	12.6%
	Total	4	26	1.9%	12.3%
TOTAL	Female	6	7	9.8%	11.5%
	Male	22	47	3.9%	8.3%
	Total	28	54	4.5%	8.6%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		Fameccanica.Data S.p.A. 2023			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	1	-	20.0%	-
	Male	4	-	11.8%	-
	Total	5	-	12.8%	-
30-50 years old	Female	4	1	13.8%	3.5%
	Male	7	7	2.7%	2.7%
	Total	11	8	3.8%	2.8%
Over 50	Female	-	1	-	10.0%
	Male	2	21	1.1%	11.4%
	Total	2	22	1.0%	11.3%
TOTAL	Female	5	2	11.4%	4.5%
	Male	13	28	2.7%	5.8%
	Total	18	30	3.5%	5.8%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		Fameccanica Machinery Shangai 2023			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	-	-	-	-
	Male	-	-	-	-
	Total	-	-	-	-
30-50 years old	Female	1	1	14.3%	14.3%
	Male	1	6	2.7%	16.2%
	Total	2	7	4.5%	15.9%
Over 50	Female	-	-	-	-
	Male	-	-	-	-
	Total	-	-	-	-
TOTAL	Female	1	1	14.3%	14.3%
	Male	1	6	2.6%	15.4%
	Total	2	7	4.3%	15.2%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		Fameccanica North America 2023			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30	Female	-	1	-	50.0%
	Male	-	1	-	33.3%
	Total	-	2	-	40.0%
30-50 years old	Female	1	3	16.7%	50.0%
	Male	5	8	15.1%	24.2%
	Total	6	11	15.4%	28.2%
Over 50	Female	-	-	-	-
	Male	2	4	15.4%	30.8%
	Total	2	4	13.3%	26.7%
TOTAL	Female	1	4	10.0%	40.0%
	Male	7	13	14.3%	26.5%
	Total	8	17	13.6%	28.8%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (no.)		GROUP 2022			
		New employee hires	Outgoing	Hiring rate	Turnover rate
Under 30		10	5	19%	10%
30-50 years old		24	37	6%	10%
Over 50		2	5	1%	2%
Female		12	6	21%	10%
Male		24	41	4%	7%
TOTAL		36	47	6%	7%

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EMPLOYEE DIVERSITY (no.)	GROUP 2024									
	Under 30			30-50 years old			Over 50			TOTAL
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	1	7	8	-	9	9	17
Managers	-	-	-	10	45	55	-	15	15	70
White collars	3	16	19	36	186	222	11	137	148	389
Blue collars	1	23	24	-	81	81	-	36	36	141
TOTAL	4	39	43	47	319	366	11	197	208	617

EMPLOYEE DIVERSITY (no.)	Fameccanica.Data S.p.A.									
	2024									TOTAL
	Under 30			30-50 years old			Over 50			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	1	6	7	-	9	9	16
Managers	-	-	-	2	27	29	-	15	15	44
White collars	3	14	17	31	154	185	8	133	141	343
Blue collars	-	23	23	-	67	67	-	25	25	115
TOTAL	3	37	40	34	254	288	8	182	190	518

EMPLOYEE DIVERSITY (no.)	Fameccanica Machinery Shangai									
	2024									TOTAL
	Under 30			30-50 years old			Over 50			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	-	-	-	-	-	-	-
Managers	-	-	-	5	12	17	-	-	-	17
White collars	-	-	-	2	16	18	-	-	-	18
Blue collars	-	-	-	-	2	2	-	2	2	4
TOTAL	-	-	-	7	30	37	-	2	2	39

EMPLOYEE DIVERSITY (no.)	Fameccanica North America									
	2024									TOTAL
	Under 30			30-50 years old			Over 50			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	-	1	1	-	-	-	1
Managers	-	-	-	3	6	9	-	-	-	9
White collars	-	2	2	3	16	19	3	4	7	28
Blue collars	1	-	1	-	12	12	-	9	9	22
TOTAL	1	2	3	6	35	41	3	13	16	60

EMPLOYEE DIVERSITY (no. %)		GROUP 2024						
		Gender			Age group			
		Female	Male	Total	Under 30	30-50 years old	Over 50	Total
Executives	no.	1	16	17	-	8	9	17
	%	0.2%	2.6%	2.8%	-	1.3%	1.4%	2.7%
Managers	no.	10	60	70	-	55	15	70
	%	1.6%	9.8%	11.4%	-	8.9%	2.5%	11.4%
White collars	no.	50	339	389	19	222	148	389
	%	8.1%	55.0%	63.1%	3.1%	36.0%	24.0%	63.1%
Blue collars	no.	1	140	141	24	81	36	141
	%	0.2%	22.6%	22.8%	3.9%	13.1%	5.8%	22.8%
TOTAL	no.	62	555	617	43	366	208	617
	%	10.0%	90.0%	100%	7.0%	59.3%	33.7%	100%

EMPLOYEE DIVERSITY (no. %)		GROUP 2023						
		Gender			Age group			
		Female	Male	Total	Under 30	30-50 years old	Over 50	Total
Executives	no.	3	26	29	-	19	10	29
	%	-	4%	5%	-	3%	2%	5%
Managers	no.	5	46	51	-	35	16	51
	%	1%	7%	8%	-	6%	3%	8%
White collars	no.	52	357	409	19	238	152	409
	%	8%	57%	65%	3%	38%	24%	65%
Blue collars	no.	1	135	136	25	78	33	136
	%	-	22%	22%	4%	13%	5%	22%
TOTAL	no.	61	564	625	44	370	211	625
	%	10%	90%	100%	7%	59%	34%	100%

EMPLOYEE DIVERSITY (no.)	GROUP 2023									
	Under 30			30-50 years old			Over 50			TOTAL
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	3	16	19	-	10	10	29
Managers	-	-	-	5	30	35	-	16	16	51
White collars	6	13	19	34	204	238	12	140	152	409
Blue collars	1	24	25	-	78	78	-	33	33	136
TOTAL	7	37	44	42	328	370	12	199	211	625

EMPLOYEE DIVERSITY (no.)	Fameccanica.Data S.p.A. 2023									
	Under 30			30-50 years old			Over 50			TOTAL
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	1	6	7	-	10	10	17
Managers	-	-	-	2	24	26	-	16	16	42
White collars	5	12	17	26	162	188	10	135	145	350
Blue collars	-	22	22	-	66	66	-	23	23	111
TOTAL	5	34	39	29	258	287	10	184	194	520

EMPLOYEE DIVERSITY (no.)	Fameccanica Machinery Shangai 2023									
	Under 30			30-50 years old			Over 50			TOTAL
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	2	9	11	-	-	-	11
Managers	-	-	-	2	1	3	-	-	-	3
White collars	-	-	-	3	25	28	-	-	-	28
Blue collars	-	-	-	-	2	2	-	2	2	4
TOTAL	-	-	-	7	37	44	-	2	2	46

EMPLOYEE DIVERSITY (no.)	Fameccanica North America 2023									
	Under 30			30-50 years old			Over 50			TOTAL
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Executives	-	-	-	-	1	1	-	-	-	1
Managers	-	-	-	1	5	6	-	-	-	6
White collars	1	1	2	5	17	22	2	5	7	31
Blue collars	1	2	3	-	10	10	-	8	8	21
TOTAL	2	3	5	6	33	39	2	13	15	59

EMPLOYEE DIVERSITY (no.)	GROUP 2022					
	Female	Male	Total	Under 30	30-50 years old	Over 50
Executives	1	21	22	-	9	13
Managers	3	48	49	-	35	14
White collars	51	383	434	24	261	149
Blue collars	3	134	137	28	80	29
TOTAL	58	584	642	52	385	205

EMPLOYEES INCLUDED IN OTHER GROUPS BY CATEGORY (no. %)	2024 Diversity group			2023 Diversity group			2022 Diversity group		
	Vulnerable people	People with disabilities	Total	Vulnerable people	People with disabilities	Total	Vulnerable people	People with disabilities	Total
Executives	-	-	-	-	-	-	-	-	-
Managers	-	2	2	-	-	-	-	-	-
White collars	6	20	26	7	23	30	25	-	25
Blue collars	5	1	6	5	2	7	2	-	2
TOTAL EMPLOYEES (no.)	11	23	34	12	25	37	27	-	27
Executives	-	-	-	-	-	-	-	-	-
Managers	-	6%	6%	-	-	-	-	-	-
White collars	18%	59%	76%	19%	62%	81%	93%	-	93%
Blue collars	15%	3%	18%	14%	5%	19%	7%	-	7%
TOTAL EMPLOYEES (%)	32%	68%	100%	32%	67%	100%	100%	-	100%

GRI 404-1

HOURS OF TRAINING PER YEAR (no.)	2024			2023		
	Female	Male	Total	Female	Male	Total
Executives	0.7	247.2	248.0	19.5	243.5	263.0
Managers	27.0	1,071.6	1,098.5	111.5	1,059.0	1,170.5
White collars	1,193.7	8,281.4	9,475.1	1,337.0	11,361.0	12,698.0
Blue collars	-	6,001.2	6,001.2	-	4,377.0	4,377.0
TOTAL	1,221.4	15,601.4	16,822.8	1,468.0	17,040.5	18,508.5

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE (no.)	2024			2023		
	Female	Male	Total	Female	Male	Total
Executives	0.7	15.4	14.6	6.5	9.4	9.1
Managers	2.7	17.8	15.6	23.0	22.9	23.0
White collars	24.0	24.4	24.4	25.5	31.8	30.9
Blue collars	-	43.0	42.7	-	32.4	32.1
TOTAL	19.8	28.1	27.3	23.8	30.2	29.6

HOURS OF TECHNICAL TRAINING (no.)	GROUP 2022		
	Female	Male	Total
Executives	46.0	18.6	19.8
Managers	0.8	55.3	51.9
White collars	15.6	25.2	24.1
Blue collars	2.5	43.6	42.7
TOTAL	14.7	31.6	30.0

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		GROUP 2024				Total
		Executives	Managers	White collars	Blue collars	
Employees that the organization's anti-corruption policies and procedures have been communicated to	no.	17	53	371	22	463
	%	100%	75.4%	95.4%	15.7%	70.6%
Employees that have received training on anti-corruption	no.	17	69	389	26	501
	%	100%	98.2%	100%	18.5%	79.6%
Employees by category	no.	17	70	389	141	617

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica.Data S.p.A. 2024				
		Executives	Managers	White collars	Blue collars	Total
Employees that the organization's anti-corruption policies and procedures have been communicated to	no.	16	44	343	-	403
	%	100%	100%	100%	-	100%
Employees that have received training on anti-corruption	no.	16	44	343	-	403
	%	100%	100%	100%	-	100%
Employees by category	no.	16	44	343	115	518

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica Machinery Shanghai 2024				
		Executives	Managers	White collars	Blue collars	Total
Employees that the organization's anti-corruption policies and procedures have been communicated to	no.	-	-	-	-	-
	%	-	-	-	-	-
Employees that have received training on anti-corruption	no.	-	16	18	4	38
	%	-	100%	100%	100%	100%
Employees by category	no.	1	16	18	4	39

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica North America 2024				
		Executives	Managers	White collars	Blue collars	Total
Employees that the organization's anti-corruption policies and procedures have been communicated to	no.	1	9	28	22	60
	%	100%	100%	100%	100%	100%
Employees that have received training on anti-corruption	no.	1	9	28	22	60
	%	100%	100%	100%	100%	100%
Employees by category	no.	1	9	28	22	60

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) ⁽⁵⁶⁾ (no. %)		2023				Total
		Executives	Managers	White collars	Blue collars	
Employees that the organization's anti-corruption policies and procedures have been communicated to	no.	17	42	350	111	520
	%	100%	100%	100%	100%	100%
Employees that have received training on anti-corruption	no.	17	42	350	111	520
	%	100%	100%	100%	100%	100%
Employees by category	no.	17	42	350	111	520

⁽⁵⁶⁾ Include all employees of the Italian headquarters of Fameccanica.Data S.p.A.

GRI 404-3

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (no. %)		2024		
		Employees subject to review	Total employees	%
Executives	Female	1	1	100%
	Male	16	16	100%
	Total	17	17	100%
Managers	Female	9	10	89.3%
	Male	58	60	96.4%
	Total	67	70	95.4%
White collars	Female	47	50	94.6%
	Male	326	339	96.1%
	Total	373	389	95.9%
Blue collars	Female	1	1	100%
	Male	126	140	90.3%
	Total	127	141	90.3%
TOTAL	Female	58	62	93.9%
	Male	526	555	94.7%
	Total	584	617	94.7%

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (no. %)		2023		
		Employees subject to review	Total employees	%
Executives	Female	3	3	100%
	Male	19	26	73.1%
	Total	22	29	75.9%
Managers	Female	4	5	80.0%
	Male	46	46	100%
	Total	50	51	98.0%
White collars	Female	44	52	84.7%
	Male	334	357	93.6%
	Total	378	409	92.4%
Blue collars	Female	1	1	100%
	Male	124	135	91.9%
	Total	125	136	91.9%
TOTAL	Female	52	61	85.2%
	Male	523	564	92.7%
	Total	575	625	92.0%

GRI 403-8

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (no. %)		GROUP			
		2024		2023 ⁵⁷	
		Employees	Workers who are not employees	Employees	Workers who are not employees
Covered by this system	no.	604	52	n.a.	n.a.
	%	98.0%	93.7%	n.a.	n.a.
Covered by this system and audited internally	no.	544	37	n.a.	n.a.
	%	88.2%	66.7%	n.a.	n.a.
Covered by this system and audited or certified by an external third party	no.	544	37	n.a.	n.a.
	%	88.2%	66.7%	n.a.	n.a.

GRI 403-9

WORK-RELATED INJURIES (EMPLOYEES) (no.)	GROUP		
	2024	2023	2022
Fatalities as a result of work-related injuries	-	-	-
High-consequence work-related injuries (excluding fatalities)	-	-	-
Recordable work-related injuries	3	2	1
No. of hours worked	1,052,841	1,068,515	1,068,018
Rate of fatalities as a result of work-related injury	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-
Rate of recordable work-related injuries	2.8	1.9	0.9

⁽⁵⁷⁾ Figure not available for 2023.

WORK-RELATED INJURIES BY ORIGIN (EMPLOYEES)	Fameccanica.Data S.p.A.			2024 Fameccanica Machinery Shanghai			Fameccanica North America		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of fatalities as a result of work-related injuries	-	-	-	-	-	-	-	-	-
Number of high-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-	-	-	-
Number of work-related injuries	-	2	2	-	-	-	-	1	1
Number of hours worked	69,532	796,222	865,754	5,271	61,815	67,086	16,000	104,000	120,000
Rate of fatalities as a result of work-related injury	-	-	-	-	-	-	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-	-	-	-
Rate of recordable work-related injuries	-	2.13	2.13	-	-	-	-	9.61	8.3

GRI 403-10

WORK-RELATED ILL HEALTH (EMPLOYEES)(no.)	GROUP		
	2024	2023	2022
Fatalities as a result of work-related ill health	-	-	-
Cases of recordable work-related ill health	1	-	-

CORPORATE BODY INDICATORS⁵⁸

GRI 2-9b

GOVERNANCE STRUCTURE AND COMPOSITION (no.)	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Board of Directors	-	3	3	-	3	3	-	3	3
of whom independent	-	1	1	-	1	1	-	1	1
Board of Statutory Auditors	-	5	5	-	5	5	-	5	5
Supervisory Body	-	3	3	-	3	3	-	3	3

GRI 205-2a

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (BOARD OF DIRECTORS)(no. %)		2024	2023	2022
Governance body members that the organization's anti-corruption policies and procedures have been communicated to	no.	3	3	3
	%	100%	100%	100%
Governance body members that have received training on anti-corruption	no.	3	3	3
	%	100%	100%	100%
Governance body members	no.	3	3	3

⁽⁵⁸⁾ Data refer to the corporate bodies of Fameccanica.Data S.p.A. in office as of December 31, 2024.

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES (no. %)	2024			2023		
	Female	Male	Total	Female	Male	Total
Under 30	-	-	-	-	-	-
30-50 years old	-	1	1	-	1	1
Over 50	-	2	2	-	2	2
TOTAL (no.)	-	3	3	-	3	3
Under 30	-	-	-	-	-	-
30-50 years old	-	33%	33%	-	33%	33%
Over 50	-	66%	33%	-	66%	33%
TOTAL (%)	-	100%	100%	-	100%	100%

FAMECCANICA NORTH AMERICA NUMBER OF SUPPLIERS	2024	2023	2022
Number of local suppliers	248	164	153
Total number of suppliers	323	217	224

FAMECCANICA MACHINERY SHANGHAI NUMBER OF SUPPLIERS	2024	2023	2022
Number of local suppliers	172	223	239
Total number of suppliers	220	286	290

SUPPLY CHAIN INDICATORS

FAMECCANICA.DATA S.P.A. NUMBER OF SUPPLIERS	2024	2023	2022
Number of local suppliers	792	742	732
Total number of suppliers	1,011	952	928

FAMECCANICA.DATA S.P.A. SPENDING ON LOCAL SUPPLIERS (euros)	2024	2023	2022
Spending on local suppliers	148,706,436	113,370,740	112,358,149
Total spending	176,882,197	133,261,375	132,149,388

FAMECCANICA NORTH AMERICA SPENDING ON LOCAL SUPPLIERS (euros)	2024	2023	2022
Spending on local suppliers	8,976,388	7,330,533	8,297,408
Total spending	27,510,612	21,212,682	18,782,002

FAMECCANICA MACHINERY SHANGHAI SPENDING ON LOCAL SUPPLIERS (euros)	2024	2023	2022
Spending on local suppliers	4,041,306	6,012,133	5,890,011
Total spending	4,921,219	7,474,394	7,937,389

ENVIRONMENTAL INDICATORS

GRI 302-1

ENERGY CONSUMPTION WITHIN THE ORGANIZATION ⁵⁹ (GJ)	GROUP		
	2024	2023	2022
Fuel from non-renewable sources	4,104.3	3,237.9	3,030.8
Purchased electricity	21,662.3	22,479.3	27,755.9
of which certified electricity - from third parties	5,279.6	-	-
of which uncertified electricity - from third parties	16,382.7	22,479.3	27,755.9
Self-generation of electricity from photovoltaic solar systems ⁶⁰	6,180.1	499.1	-
Electricity sold - to third parties	1,469.7	167.3	-
TOTAL ENERGY CONSUMPTION	30,485.9	26,049.0	30,786.7

⁽⁵⁹⁾ The calculation of electricity purchased for consumption, stated in Gigajoules (GJ), is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA). Fameccanica Machinery Shangai's energy consumption includes diesel for a forklift, electricity connected to the local power grid and refrigerant gas for air conditioners (total electricity consumption of 231,698 kWh, calculated by subtracting the sum of consumption by other customers in the same building from the total electricity bill). In addition, Fameccanica Machinery Shangai does not have a power generator.

⁽⁶⁰⁾ The portion of energy generated but not self-consumed is fed back into the grid through the RID (Dedicated Withdrawal) scheme, activated with the GME (Gestore dei Mercati Energetici - Energy Markets Operator).

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	Fameccanica.Data S.p.A.	
	2024	2023
Fuel from non-renewable sources	2,716.6	1,654.9
Purchased electricity	19,435.1	20,678.6
<i>of which certified electricity - from third parties</i>	5,279.6	-
<i>of which uncertified electricity - from third parties</i>	14,155.5	20,678.6
Self-generation of electricity from photovoltaic solar systems	6,180.1	499.1
Electricity sold - to third parties	1,469.7	167.3
TOTAL ENERGY CONSUMPTION	26,870.9	22,999.9

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	Fameccanica Machinery Shanghai	
	2024	2023
Fuel from non-renewable sources	2.1	2.8
Purchased electricity	834.1	508.4
<i>of which certified electricity - from third parties</i>	-	-
<i>of which uncertified electricity - from third parties</i>	834.1	508.4
Self-generation of electricity from photovoltaic solar systems	-	-
Electricity sold - to third parties	-	-
TOTAL ENERGY CONSUMPTION	836.2	511.2

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	Fameccanica North America	
	2024	2023
Fuel from non-renewable sources	1,385.6	1,393.3
Purchased electricity	1,393.1	1,292.2
<i>of which certified electricity - from third parties</i>	-	-
<i>of which uncertified electricity - from third parties</i>	1,393.1	1,292.2
Self-generation of electricity from photovoltaic solar systems	-	-
Electricity sold - to third parties	-	-
TOTAL ENERGY CONSUMPTION	2,778.7	2,685.5

BREAKDOWN OF ENERGY CONSUMPTION (GJ)	GROUP	
	2024	2023
Purchased electricity	21,662.3	22,479.3
<i>of which certified renewable - from third parties</i>	5,279.6	-
<i>of which non-renewable</i>	16,382.7	22,479.3
TOTAL	21,662.3	22,479.3

BREAKDOWN OF ENERGY CONSUMPTION (GJ)	Fameccanica.Data S.p.A.	
	2024	2023
Purchased electricity	19,435.1	20,678.6
<i>of which certified renewable - from third parties</i>	5,279.6	-
<i>of which non-renewable</i>	14,155.5	20,678.6
TOTAL	19,435.1	20,678.6

BREAKDOWN OF ENERGY CONSUMPTION (GJ)	Fameccanica Machinery Shanghai	
	2024	2023
Purchased electricity	834.1	508.4
<i>of which certified renewable - from third parties</i>	-	-
<i>of which non-renewable</i>	834.1	508.4
TOTAL	834.1	508.4

BREAKDOWN OF ENERGY CONSUMPTION (GJ)	Fameccanica North America	
	2024	2023
Purchased electricity	1,393.1	1,292.2
<i>of which certified renewable - from third parties</i>	-	-
<i>of which non-renewable</i>	1,393.1	1,292.2
TOTAL	1,393.1	1,292.2

FUEL CONSUMPTION ⁶¹ (GJ)	GROUP		
	2024	2023	2022
Gasoline ⁶²	623.8	341.2	10.1
for company fleet (vehicles for corporate use)	68.6	23.5	10.1
for company fleet (personal and corporate use)	555.2	317.7	-
Natural gas	2,137.4	2,302.7	2,941.4
for heating	1,998.8	2,022.8	2,501.4
for other purposes	138.6	279.9	440.0
Diesel ⁶³	1,343.1	587.0	60.4
for electricity generation ⁶⁴	35.6	35.6	53.9
for company fleet (vehicles for corporate use)	4.5	2.8	6.5
for company fleet (personal and corporate use)	1,288.2	516.6	-
for other purposes	14.8	32.0	-
LPG for company fleet	-	-	-
Propane	-	-	19.0
TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	4,104.3	3,237.9	3,030.8

⁽⁶¹⁾ Calculation of fuel consumption, expressed in Gigajoules (GJ), is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA). Fameccanica Machinery Shanghai does not use gasoline, LPG, steam or diesel.

⁽⁶²⁾ The change from 2022 is due to the reporting of vehicles for personal and corporate use for 2023 and 2024.

⁽⁶³⁾ Fameccanica Machinery Shanghai's diesel consumption was calculated as follows: the 8-ton forklift was used to handle heavier modules or crates, exceeding 3 tons. Normally, an 8-ton forklift consumes about 5 liters of diesel fuel per hour. In 2024, approximately five operations were carried out for the FGC Stacker project and around 30 modular frames were shipped for the Sanxiao lines, all transported using the 8-ton forklift. These activities required an estimated total of 12 hours and consumed approximately 60 liters of diesel.

⁽⁶⁴⁾ Figures for 2022 for this fuel type have been estimated.

FUEL CONSUMPTION ⁶⁵ (GJ)	Fameccanica.Data S.p.A.	
	2024	2023
Gasoline ⁶⁶	548.1	341.2
for company fleet (vehicles for corporate use)	68.6	23.5
for company fleet (personal and corporate use)	479.5	317.7
Natural gas	842.3	761.5
for heating	703.7	483.0
for other purposes	138.6	278.5
Diesel	1,326.2	552.2
for electricity generation ⁶⁷	35.6	35.6
for company fleet (vehicles for corporate use)	2.4	-
for company fleet (personal and corporate use)	1,288.2	516.6
for other purposes	-	-
LPG for company fleet	-	-
Propane	-	-
TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	2,716.6	1,654.9

⁽⁶⁵⁾ Calculation of fuel consumption, expressed in Gigajoules (GJ), is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA).

⁽⁶⁶⁾ The change from 2022 is due to the reporting of vehicles for personal and corporate use for 2023 and 2024.

⁽⁶⁷⁾ Figures for 2022 for this fuel type have been estimated.

FUEL CONSUMPTION ⁶⁸ (GJ)	Fameccanica Machinery Shangai	
	2024	2023
Gasoline	-	-
for company fleet (vehicles for corporate use)	-	-
for company fleet (personal and corporate use)	-	-
Natural gas	-	-
for heating	-	-
for other purposes	-	-
Diesel ⁶⁹	2.1	2.8
for electricity generation ⁷⁰	-	-
for company fleet (vehicles for corporate use)	2.1	2.8
for company fleet (personal and corporate use)	-	-
for other purposes	-	-
LPG for company fleet	-	-
Propane	-	-
TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	2.1	2.8

⁽⁶⁸⁾ Calculation of fuel consumption, expressed in Gigajoules (GJ), is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA). Fameccanica Machinery Shangai does not use gasoline, LPG, steam or diesel.

⁽⁶⁹⁾ Fameccanica Machinery Shangai's diesel consumption was calculated as follows: the 8-ton forklift was used to handle heavier modules or crates, exceeding 3 tons. Normally, an 8-ton forklift consumes about 5 liters of diesel fuel per hour. In 2024, approximately five operations were carried out for the FGC Stacker project and around 30 modular frames were shipped for the Sanxiao lines, all transported using the 8-ton forklift. These activities required an estimated total of 12 hours and consumed approximately 60 liters of diesel.

⁽⁷⁰⁾ Figures for 2022 for this fuel type have been estimated.

FUEL CONSUMPTION ⁷¹ (GJ)	Fameccanica North America	
	2024	2023
Gasoline ⁷²	75.7	-
for company fleet (vehicles for corporate use)	-	-
for company fleet (personal and corporate use)	75.7	-
Natural gas	1,295.1	1,361.4
for heating	1,295.1	1,361.4
for other purposes	-	-
Diesel	14.8	31.9
for electricity generation	-	-
for company fleet (vehicles for corporate use)	-	-
for company fleet (personal and corporate use)	-	-
for other purposes	14.8	31.9
LPG for company fleet	-	-
Propane	-	-
TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	1,385.6	1,393.3

⁽⁷¹⁾ Calculation of fuel consumption, expressed in Gigajoules (GJ), is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA). Fameccanica Machinery Shangai does not use gasoline, LPG, steam or diesel.

⁽⁷²⁾ The change from 2022 is due to the reporting of vehicles for personal and corporate use for 2023 and 2024.

GRI 303-3

WATER WITHDRAWAL ⁷³ (megaliters)	2024		2023		2022
	Areas with water stress	All areas	Areas with water stress	All areas	All areas
Third-party water (total)	-	13.4	0.3	13.7	18.0
Freshwater (≤1,000 mg/L total dissolved solids)	-	8.8	0.3	6.6	6.3
Other water ⁷⁴ (>1,000 mg/L total dissolved solids)	-	4.6	-	7.1	11.5
TOTAL	-	13.4	0.3	13.7	18.0

GRI 303-4

WATER DISCHARGE ⁷⁵ (megaliters)	2024		2023		2022
	Areas with water stress	All areas	Areas with water stress	All areas	All areas
Third-party water (total)	-	8.6	0.3	6.4	17.7
Of which: volume sent for use to other organizations	-	-	-	-	-
Freshwater (≤1,000 mg/L total dissolved solids)	-	8.6	0.3	6.4	6.2
Other water (>1,000 mg/L total dissolved solids)	-	-	-	-	11.2
TOTAL	-	8.6	0.3	6.4	17.7

⁽⁷³⁾ “Areas with water stress” are defined as geographic areas characterized by reduced levels of availability, quality and suitability of water resources for drinking. Fameccanica.Data S.p.A.’s site is inside a low water severity scenario (source: ISPRA-District Permanent Observers for Water Uses source (the Italian Institute for Environmental Protection and Research). The data reported are based on readings taken from water meters. The city where Fameccanica Machinery Shanghai is located is also not considered water-stressed. Data shown in the “other water” section refer to water withdrawals from the drainage consortium. Specification of the type of withdrawal as either “potable water” or “other water” is not available for Fameccanica North America for 2022.

⁽⁷⁴⁾ Water consumption from the Drainage Consortium.

⁽⁷⁵⁾ Fameccanica.Data S.p.A.’s discharged water is equal to the difference between the potable water withdrawn (7.92 ML) and the estimated consumption of water for human use (i.e., drinking and meal preparation: 700 l/day x 220 days/year), equal to 7.77 ML. Fameccanica’s production process does not involve the use of water or its use in finished products; therefore, discharge is only for civil water into the public sewer system. Fameccanica holds a permit to discharge water into the sewage system issued by the competent authorities. Fameccanica Machinery Shanghai solely uses the city’s public sewage system for water discharge. The amount of water discharged is calculated by estimating that 90% of the water consumed corresponds to the discharge volume.

GRI 303-5

WATER CONSUMPTION ⁷⁶ (megaliters)	2024		2023		2022
	Areas with water stress	All areas	Areas with water stress	All areas	All areas
Total water consumption	-	4.8	-	7.3	0.4
Change in water storage	-	0.3	-	0.7	-

WATER CONSUMPTION ⁷⁷ (megaliters)	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total water discharge	7.8	5.7	17.1	0.4	0.4	0.3	0.3	0.3	0.3
Total water consumption	4.7	7.3	0.4	0.1	-	-	-	-	-
Total water withdrawal	12.5	13.0	17.5	0.5	0.4	0.3	0.3	0.3	0.3

GRI 305-1

DIRECT (SCOPE 1) GHG EMISSIONS ⁷⁸ (tCO ₂ eq)	2024	2023	2022
Emissions from fuel from non-renewable sources - headquarters and offices	124.3	135.7	169.3
of which natural gas	128.4	130.7	165.2
of which diesel	3.9	5.0	4.1
of which propane	-	-	1.2
Emissions from fuel from non-renewable sources - company fleet	131.5	64.1	1.1
of which gasoline	40.3	25.3	0.7
of which diesel	91.2	38.8	0.5
of which LPG	-	-	-
Emissions from fuel from renewable sources	-	-	-
Biomass (including organic part of combusted waste)	-	-	-
Fugitive emissions	10.8	265.0	160.8
R410A	-	69.7	149.9
R32	2.3	6.2	-
R134A	5.2	87.2	-
R22 ⁷⁹	3.6	101.9	10.9
TOTAL	266.6	464.8	331.2

⁽⁷⁶⁾ Fameccanica Data S.p.A. does not store water to be used in production. All the water used by Fameccanica Machinery Shanghai comes from the city’s water supply system. Consumption is calculated from the sum of bills - the amount supplied to customers through subletting in the same building.

⁽⁷⁷⁾ The changes in 2023 are the result of an improved reporting approach.

⁽⁷⁸⁾ The emission factors used to calculate tCO₂eq Scope 1 are taken from the DEFRA (UK Department for Environment, Food and Rural Affairs) database for the respective years (2022, 2023 and 2024). These reflect the global warming potential (GWP) factors defined in the IPCC’s Fourth Assessment Report (AR4) over a 100-year time horizon.

⁽⁷⁹⁾ Fameccanica Machinery Shanghai’s refrigerant gas consumption of 7 kilograms relates to the installation of new air conditioners and repair of existing ones.

GRI 305-2

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (tCO ₂ eq)	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
From purchased electricity - Location-based ⁸⁰									
From purchased electricity - Market-based ⁸¹									

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (tCO ₂ eq)	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai ⁸²			Fameccanica North America		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Location-based	1,477.2	1,838.4	1,934.7	153.1	86.1	69.5	149.9	132.8	213.4
Market-based	1,968.3	2,369.5	3,295.4	154.2	86.1	69.5	168.9	189.1	213.4

⁽⁸⁰⁾ The location-based method considers the average GHG emission intensity of the grids on which the energy consumption occurs using data about the grid's average emission factor. The data used for calculation purposes derive from: DEFRA, Joint Research Centre Data Catalogue, EPA eGRID and Terna "International Comparisons" for 2022. Terna "International Comparisons" published in 2019 for 2023 and 2024.

⁽⁸¹⁾ The market-based methodology was applied considering the emission factors related to the target market, where possible. The data used for calculation purposes derive from: EPA eGRID, Terna International Comparisons and European Residual Mixes "AIB" for 2022; the AIB's "Residual Mix" published in 2022 and Green-e 2022 were used for 2023 and 2024. However, with respect to Fameccanica Machinery Shanghai, in the absence of emission factors related to the AIB's "Residual Mix" and in compliance with applicable international standards, the same data from the location-based methodology were applied for 2023 and 2024.

⁽⁸²⁾ Fameccanica Machinery Shanghai's energy consumption includes diesel fuel used for a forklift and electricity supplied by the local power grid; there was no use of thermal energy, cooling energy, steam or other similar sources.

GRI 306 3-4-5

WASTE GENERATED AND DISPOSED OF ⁸³ (t)	2024		2023		2022	
	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite
HAZARDOUS WASTE	-	32.4	-	14.7	-	6.8
Diverted from disposal	-	15.5	-	6.0	-	1.3
of which preparation for reuse	-	-	-	-	-	-
of which recycling	-	-	-	-	-	-
of which other recovery operations	-	15.5	-	6.0	-	1.3
Directed to disposal	-	16.9	-	8.7	-	5.5
of which incineration (with energy recovery)	-	-	-	-	-	-
of which incineration (without energy recovery)	-	-	-	-	-	-
of which landfilling	-	-	-	-	-	-
of which other disposal operations	-	16.9	-	8.7	-	5.5
NON-HAZARDOUS WASTE	-	759.7	-	916.6	-	1,344.0
Diverted from disposal	-	638.4	-	720.4	-	927.4
of which preparation for reuse	-	-	-	15.0	-	6.6
of which recycling	-	28.9	-	57.8	-	57.1
of which other recovery operations	-	609.5	-	647.6	-	863.7
Directed to disposal	-	121.3	-	196.2	-	416.6
of which incineration (with energy recovery)	-	0.9	-	1.0	-	0.8
of which incineration (without energy recovery)	-	-	-	-	-	-
of which landfilling	-	34.8	-	31.0	-	30.0
of which other disposal operations	-	85.6	-	164.2	-	385.8
TOTAL	-	792.1	-	931.3	-	1,350.8

⁽⁸³⁾ Fameccanica Machinery Shanghai estimated its industrial waste, collected by an external supplier, as it did not have a precise weight.

GRI CONTENT INDEX

WASTE ⁽⁸⁴⁾ BY LOCATION (t)	2024		2023		2022	
	Directed to disposal	Diverted from disposal	Directed to disposal	Diverted from disposal	Directed to disposal	Diverted from disposal
Fameccanica.Data S.p.A.						
Non-hazardous waste	85.6	608.9	164.2	542.8	385.8	863.7
Hazardous waste	16.9	15.5	8.7	6.0	5.5	1.3
Fameccanica Machinery Shanghai						
Non-hazardous waste	0.9	5.9	1.0	6.6	2.4	5.1
Hazardous waste	-	-	-	-	-	-
Fameccanica North America						
Non-hazardous waste	34.8	23.6	31.0	171.0	28.4	58.6
Hazardous waste	-	-	-	-	-	-

⁽⁸⁴⁾ The waste generated depends on the types of machines tested during the reporting period and the number of tests requested by customers for finished product production. The 2024 increase in hazardous waste is attributable to the decommissioning of a machine tool classified under a hazardous EWC code.

Statement of use

This Sustainability Report includes the information contained in the GRI Content Index covering the period January 1, 2024 to December 31, 2024, using the “in accordance with the GRI Standards” option.

GRI 1

GRI 1: Foundation 2021

GRI SUSTAINABILITY REPORTING STANDARD	CHAPTER/ PARAGRAPH REFERENCE	PAGE	NOTES ABOUT APPLICATION OF STANDARDS/OMISSIONS
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1	Organizational details	Methodological note 6-7
	2-2	Entities included in the organization's sustainability reporting	Methodological note 6-7
	2-3	Reporting period, frequency and contact point	Methodological note 6-7 Links: - corporate website: www.fameccanica.com - Sustainability Area e-mail: sustainability@fameccanica.com
	2-4	Restatements of information	Methodological note 8 To ensure greater comparability between 2024 and 2023, the 2023 GRI 201-1 figures have been restated using the methodology applied for the 2024 figures, while keeping the original 2023 data base unchanged. Specifically, the GRI 201-1 disclosure was restated in accordance with the IFRS accounting standards
	2-5	External assurance	Methodological note 8
	2-6	Activities, value chain and other business relationships	7. Ecosystems 105-107
	2-7	Employees	5. People Appendix 76; 128
	2-8	Workers who are not employees	5. People Appendix 76; 129
	2-9	Governance structure and composition	3. Governance Appendix 51-53; 127

GRI SUSTAINABILITY REPORTING STANDARD			CHAPTER/ PARAGRAPH REFERENCE	PAGE	NOTES ABOUT APPLICATION OF STANDARDS/OMISSIONS
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	3. Governance	52	Partially reported (omission due to confidentiality).
	2-11	Chair of the highest governance body	3. Governance	52	
	2-12	Role of the highest governance body in overseeing the management of impacts	2. Our approach to Sustainability	26-27	
	2-13	Delegation of responsibility for managing impacts	2. Our approach to Sustainability	25-27	
	2-14	Role of the highest governance body in sustainability reporting	Methodological note	8	
	2-15	Conflicts of interest	3. Governance	59	
	2-16	Communication of critical concerns	To date, there are no procedures for the communication of critical concerns (regarding sustainability) to the highest governance body.		
	2-17	Collective knowledge of the highest governance body	2. Our approach to Sustainability	27	
	2-18	Evaluation of the performance of the highest governance body	Information not available: in line with the new Angelini Industries Group strategy, the need to formalize, within corporate documents, how and to what extent the Board of Directors considers the organization’s impacts on the economy, environment and people in its evaluation processes will be assessed in the coming year.		
	2-19	Remuneration policies	Confidentiality constraint on information: certain details related to the implementation of the business development strategy are considered highly confidential at this stage and are, therefore, not disclosed.		
	2-20	Process to determine remuneration	Confidentiality constraint on information: certain details related to the implementation of the business development strategy are considered highly confidential at this stage and are, therefore, not disclosed.		

GRI Sustainability Reporting Standard		Chapter/ Paragraph Reference	Page	Notes about Application of Standards/Omissions
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Confidentiality constraint on information: certain details related to the implementation of the business development strategy are considered highly confidential at this stage and are, therefore, not disclosed.	
	2-22	Statement on sustainable development strategy	Letter to the Stakeholders 2. Our approach to Sustainability	26-30
	2-23	Policy commitments	1. Identity & Purpose 2. Our approach to Sustainability 3. Governance 5. People	25-27; 61-63; 78
	2-24	Embedding policy commitments	3. Governance	61-65
	2-25	Processes to remediate negative impacts	No significant critical issues have been identified arising from negative impacts. Reference is made to the relevant GRI disclosure for further details. Partially reported: this aspect is addressed within the management approach for material topics.	
	2-26	Mechanisms for seeking advice and raising concerns	3. Governance	60
	2-27	Compliance with laws and regulations	No significant instances of non-compliance with the law and regulations were identified in the reporting period.	
	2-28	Membership associations	2. Our approach to Sustainability	49
	2-29	Approach to Stakeholder engagement	2. Our approach to Sustainability	30-31
	2-30	Collective bargaining agreements	5. People	92; 96-97

GRI Sustainability Reporting Standard		Chapter/ Paragraph Reference	Page	Notes about Application of Standards/Omissions
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	2. Our approach to Sustainability	36-40
	3-2	List of material topics	2. Our approach to Sustainability	41-45
Responsible Sourcing				
GRI 3: Material Topics 2021	3-3	Management of material topics	7. Ecosystems	45; 105-106
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	7. Ecosystems	107
Transparent Communication				
GRI 3: Material Topics 2021	3-3	Management of material topics	2. Our approach to Sustainability	31; 45
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2. Our approach to Sustainability	31-32
Climate Change				
GRI 3: Material Topics 2021	3-3	Management of material topics	8. Planet	42; 117
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	8. Planet Appendix	118; 153-154
	305-2	Energy indirect (Scope 2) GHG emissions	8. Planet Appendix	118; 154
Energy Efficiency and Alternative Sources				
GRI 3: Material Topics 2021	3-3	Management of material topics	8. Planet	42; 120
GRI 302: Energy 2016	302-1	Energy consumption within the organization	8. Planet Appendix	120; 145-151

GRI Sustainability Reporting Standard			Chapter/ Paragraph Reference	Page	Notes about Application of Standards/Omissions
Business Ethics					
GRI 3: Material Topics 2021	3-3	Management of material topics	5. People	45; 75	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	3. Governance Appendix	60-61; 143-144	
	205-3	Confirmed incidents of corruption and actions taken	3. Governance	61	
GRI 206 – Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions for anti-competitive behavior and/or violations of anti-trust regulations about monopoly practices involving the Group were taken during the reporting period.		
Product Innovation					
GRI 3: Material Topics 2021	3-3	Management of material topics	4. Innovation and Digitalization 5. People 8. Planet	42-43; 67-73	
Developing and Enhancing Human Capital					
GRI 3: Material Topics 2021	3-3	Management of material topics	5. People	43; 75	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5. People Appendix	76; 129-133	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5. People	92-95	
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	5. People Appendix	88-91; 138-139	
	404-3	Percentage of employees receiving regular performance and career development reviews	5. People Appendix	90; 140	

GRI Sustainability Reporting Standard			Chapter/ Paragraph Reference	Page	Notes about Application of Standards/Omissions
Artificial Intelligence, Digitalization and Information Security					
GRI 3: Material Topics 2021	3-3	Management of material topics	3. Governance 4. Innovation and Digitalization	70; 73	
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy and losses of customer data have been received. No incidents of data breach, leakage, theft, or loss with risk to customers' rights and freedoms have been identified under the relevant regulations.		
Sustainable Management of Natural Resources					
GRI 3: Material Topics 2021	3-3	Management of material topics	8. Planet	42; 122-123	
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	8. Planet	122-124	
	303-3	Water withdrawal	8. Planet Appendix	123-124; 152	
	303-4	Water discharge	8. Planet Methodological note Appendix	123-124; 152	
	303-5	Water consumption	8. Planet Appendix	123-124; 153	
	306-2	Management of significant waste-related impacts	8. Planet	124-125	
GRI 306: Waste 2020	306-3	Waste generated	8. Planet Appendix	124-125; 155-156	
	306-4	Waste diverted from disposal	8. Planet Appendix	124-125; 155-156	
	306-5	Waste directed to disposal	8. Planet Appendix	124-125; 155-156	

GRI Sustainability Reporting Standard			Chapter/ Paragraph Reference	Page	Notes about Application of Standards/Omissions
Diversity, Equity and Inclusion					
GRI 3: Material Topics 2021	3-3	Management of material topics	5. People	77	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5. People Appendix	77; 133-136	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported in 2024.		
Relationships with Partners, Customers and Patients					
GRI 3: Material Topics 2021	3-3	Management of material topics	6. Customers and Community	99-102	
Health and Safety					
GRI 3: Material Topics 2021	3-3	Management of material topics	5. People	44; 78-79	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5. People	83	
	403-2	Hazard identification, risk assessment and incident investigation	5. People	79-80	
	403-3	Occupational health services	5. People	82	
	403-4	Worker participation, consultation and communication on occupational health and safety	5. People	82-84	

GRI Sustainability Reporting Standard		Chapter/ Paragraph Reference	Page	Notes about Application of Standards/Omissions
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	5. People	90-91
	403-6	Promotion of worker health	5. People	90-91
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5. People	90-91
	403-8	Workers covered by an occupational health and safety management system	5. People Appendix	141
	403-9	Work-related injuries	5. People Appendix	84; 141-142
	403-10	Work-related ill health	5. People Appendix	142

GRI Sustainability Reporting Standard		Chapter/ Paragraph Reference	Page	Notes about Application of Standards/Omissions
Product Quality, Reliability and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	6. Customers and Community	45
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	6. Customers and Community	100-101
	417-2	Incidents of non-compliance concerning product and service information and labeling	6. Customers and Community	100
	417-3	Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance with regulations or voluntary codes concerning marketing communications, including advertising, promotions and sponsorships.	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	6. Customers and Community	101
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of products and services during the reporting period.	

INDEPENDENT AUDITOR’S REPORT



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Independent auditor’s report on the Sustainability Report 2024 (Translation from the original Italian text)

To the Board of Directors of
Fameccanica.Data S.p.A.

We have been appointed to perform a limited assurance engagement on the Sustainability Report 2024 (hereinafter also the “Sustainability Report”) of Fameccanica.Data S.p.A. and its subsidiaries (hereinafter also the “Fameccanica.Data Group”) for the year ended December 31, 2024.

Responsibilities of the Directors for the Sustainability Report

The Directors of Fameccanica.Data S.p.A. are responsible for the Sustainability Report prepared in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” defined by GRI – Global Reporting Initiative (hereinafter “GRI Standards”), as reported in the “Methodological Note” section and with reference to the selection of GRI Standards indicated in the “GRI Content index” section of the Sustainability Report.

The Directors are also responsible for that part of internal control that they consider necessary in order to allow the preparation of a sustainability report that is free from material misstatements caused by fraud or not intentional behaviors or events.

The Directors are also responsible for defining the commitments of Fameccanica.Data Group in relation to the sustainability performance, as well as for identifying stakeholders and significant matters to be reported.

Auditor’s Independence and Quality Control

We are independent in accordance with the principles of ethics and independence of the *International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* published by the *International Ethics Standards Board for Accountants*, which are based on the fundamental principles of integrity, objectivity, competence and professional diligence, confidentiality and professional behavior.

Our audit firm applies the International Standard on Quality Control (ISQM Italy) 1, under which it is required to establish, implement, and operate a quality management system that includes instructions and procedures on compliance with ethical principles, professional principles, and applicable legal and regulatory provisions.

Auditor’s responsibilities

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards. Our work has been performed in accordance with the criteria established in the “*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*” (hereinafter also “*ISAE 3000 Revised*”), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. This standard requires the planning and execution of procedures in order to obtain a limited assurance that the Sustainability Report is free from material misstatement.

EY S.p.A.
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Codice fiscale e numero di iscrizione 00434000584 - numero R.E.A. di Milano 606158 - P.IVA 00891231003
Iscritta al Registro Revisori Legali al n. 70945 Pubblicato sulla G.U. Suppl. 13 - IV Serie Speciale del 17/2/1998

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Therefore, the extent of work performed in our examination was lower than that required for a reasonable assurance engagement conducted in accordance with ISAE 3000 revised (“reasonable assurance engagement”), and, therefore, do not enable us to obtain assurance that we have become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgement and included inquiries, primarily with Group personnel responsible for the preparation of the information presented in the Sustainability Report, analyses of documents, recalculations and other procedures designed to obtain evidence considered appropriate.

In detail, we have performed the following procedures:

1. analysis of the process of defining the relevant matters reported in the Sustainability Report, with reference to the methods of analysis and understanding of the context, identification, evaluation and prioritization of actual and potential impacts, and the internal validation of the process results; and
2. understanding of the processes underlying the preparation, recording and management of the significant qualitative and quantitative information included in the Sustainability Report.
In detail, we held meetings and interviews with the management of the Fameccanica.Data Group and we performed limited documentary verifications, in order to gather information about the processes and procedures, which support the collection, consolidation, processing and transmittal of the non-financial data and information to the department responsible for the preparation of the Sustainability Report.

In addition, for material information, taking into consideration the activities and characteristics of the Group:

- a. with reference to the qualitative information included in the Sustainability Report, we carried out interviews and acquired supporting documentation to verify its consistency with available evidence;
- b. with reference to quantitative information, we performed both analytical procedures and limited verification in order to ensure, on a sample basis, the correct aggregation of data.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Fameccanica.Data Group for the year ended December 31, 2024 has not been prepared, in all material aspects, in accordance with the requirements of the GRI Standards as described in the “Methodological Note” section and with reference to the selection of GRI Standards indicated in the “GRI Content index” section of the Sustainability Report.

Other aspects

The comparative data presented in the Sustainability Report, in relation to the year ended December 31, 2022, have not been examined.

Rome, September 29, 2025

EY S.p.A.
Signed by: Jair Castellani, Auditor

This report has been translated into the English language solely for the convenience of international readers.

2024 Sustainability Report

ANGELINI TECHNOLOGIES - FAMECCANICA

Fameccanica.Data S.p.A.

A single-shareholder company
under management and coordination
of Angelini Holding S.p.A.

Share capital: € 18,592,560
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2024 Sustainability Report

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FAMECCANICA50
1975-2025**YEARS**



Angelini
Technologies

Part of Angelini Industries