Moving Forward Together

SUSTAINABILITY REPORT 2025

Angelini Technologies

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Angelini Technologies

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Letter to stakeholders

2025 marked a turning point for Angelini Technologies – Fameccanica. In the year we celebrated our fiftieth anniversary, we delivered outstanding financial results: revenue reached €390 million, a 59% increase on the roughly €250 million recorded the previous year.

This growth redefines the scale and positioning of our company. It is not merely a step up in size but an evolutionary leap that brings a higher level of responsibility and complexity. It is therefore essential to consolidate what we have built, strengthening our organization and processes to sustain growth of this magnitude over time.

This is the context for the launch of our Ambition 2030 strategic plan, which sets out our development priorities for the years ahead to reinforce our position in industrial technologies, in line with the vision and strategic priorities of the Angelini Industries Group — to which we are proud to belong and with which we share a common commitment to creating long-term value.

Our priorities are clear.

First, consolidating our leadership in the Hygiene and Home & Personal Care markets, which remain our core business. The 2025 results confirm the strength of this positioning — with revenue up 25% on 2024 — supported by robust demand in international markets and long-standing relationships with our customers.

At the same time, we are accelerating our expansion in logistics robotics, a fast-growing field that accounted for 34% of total revenue in 2025 and where we are also strengthening our international presence. This is the context for our 2026 acquisition of a stake in LABO Inc., a US company specializing in logistics robotics with an R&D center in Italy — a strategic move to broaden our expertise and growth prospects.

To support this trajectory, in April 2026 we opened our Boston R&D hub, bringing us closer to our key customers and embedding us in the world's leading robotics ecosystem, thereby strengthening our capacity for innovation and technological development in a high-potential field.

The solutions we develop in this field not only improve operational efficiency but also deliver positive sustainability benefits. In particular, automating material-handling operations — especially loading and unloading — reduces safety risks for operators, lowering the likelihood of accidents and injuries while supporting the continuity of production. At the same time, it makes better use of our people, directing their contributions toward higher value-added activities.

A further avenue of growth is our entry into the battery production market — a medium- to long-term strategic choice and a natural extension of our technological positioning. By developing innovative solutions for this sector, we

Luigi De Vito, CEO

Angelini Technologies – Fameccanica

intend to make a real contribution to the energy transition, bringing together our expertise in advanced automation and industrial processes in a high-tech, fast-growing market.

Achieving these goals calls for evolution that is not only strategic but also organizational and cultural, grounded in our ability to work as a team across the entire ecosystem.

First and foremost, with our people — the driving force behind this transformation. In 2025 we continued to invest in developing skills and strengthening our organization, delivering more than 15,000 hours of training, an average of 24.4 hours per employee. At the same time, we continued to build our human capital, preparing the company for a growth phase that will significantly expand our professional community in the coming years — set to exceed 800 people by the end of 2026.

Equally central is the contribution of our supply chain, with which we work in an increasingly integrated way to create value across the entire chain. In 2025 alone, Angelini Technologies – Fameccanica's purchasing exceeded €304 million, up 45% on 2024, with around 70% going to local suppliers.

Our ecosystem comprises 1,566 suppliers, 77% of them rooted in the areas where the Group operates — a testament to the role we play in supporting the economic development of the surrounding communities and in generating a tangible impact across the entire industrial system.

We also continue to strengthen our ties with the communities in which we operate, contributing to their economic and social development and investing in tangible initiatives such as the photovoltaic systems at our San Giovanni Teatino site.

Mindful of the scale of the challenges ahead, we are approaching this phase with a focus on soundness, responsibility, and long-term value creation.

Methodological note

This is the first Consolidated Sustainability Report of Angelini Technologies S.p.A. (hereinafter also "the Company"), prepared on a voluntary basis for the financial year ended December 31, 2025. This Consolidated Report continues the previous five years of reporting — likewise voluntary and annual — and covers the reporting boundary of the Fameccanica Group and its subsidiaries.

Sustainability performance for financial year 2025, covering the reporting period from **January 1 to December 31, 2025**, is presented in line with the financial reporting cycle. These data are presented as part of a multi-year analysis that draws on the Group's established reporting process, ensuring that results remain comparable over time.

REPORTING BOUNDARY

Angelini Technologies S.p.A., wholly owned by **Angelini Holding S.p.A.**, controls the sole-shareholder company **Fameccanica.Data S.p.A.**, which is subject to the management and coordination of **Angelini Holding S.p.A.** The Fameccanica Group consists of **Fameccanica.Data S.p.A.** — its head office and European headquarters and the center for the research, design, and development of its **technology platforms, machinery, and automated systems**. In addition to this company, the Group comprises two subsidiaries wholly owned by Fameccanica.Data S.p.A.:

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

The reporting boundary of this Report comprises Angelini Technologies S.p.A. and its Italian and foreign subsidiaries:

- **Angelini Technologies S.p.A. (Italy):** Registered office: Viale Amelia 70 – 00181 Rome (RM);
- **Fameccanica.Data S.p.A. (Italy):** Registered office: Via Aterno 136 – 66020 Sambuceto di San Giovanni Teatino (CH);
- **Fameccanica Machinery Shanghai Co. Ltd.:** No. 1951 Duhui Road, Plant 10, Xin Zhuang Industry Park, Min Hang District, Shanghai 201108, China (hereinafter also "**FMS**");
- **Fameccanica North America Inc.** (Ohio, USA): 8511 Trade Center Drive, Suite 400, West Chester Township, OH 45011 (hereinafter also "**FNA**").

In this document, the qualitative and quantitative information presented in text, chart, or table form **covers the entire Group** (Angelini Technologies S.p.A., Fameccanica.Data S.p.A., Fameccanica Machinery, and Fameccanica North America) for the main GRI indicators in the "Social" and "Governance" areas. For the remaining GRI indicators in the "Environment" area, the reporting boundary comprises Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai Co. Ltd and Fameccanica North America Inc. Any exceptions or omissions are clearly flagged in the report.

The reporting boundary of Angelini Technologies S.p.A.'s Sustainability Report was determined using the consolidation methodology applied in preparing the consolidated financial statements of Angelini Holding S.p.A. Accordingly, it includes the companies consolidated on a line-by-line basis in Angelini Holding's consolidated financial statements.

In particular, the sustainability disclosures on material topics were prepared according to the principle of full representation and consolidation of qualitative and/or quantitative data. Furthermore, no adjustments were made for minority interests. This approach was adopted so that stakeholders can assess the Company's ability to prevent and mitigate the impacts arising from the activities of the subsidiaries over which it exercises real influence.

During financial year 2025, no corporate transactions involving the entities within the reporting boundary took place. In this regard, note that a minority stake in the US startup LABO Inc. was acquired in the first half of 2026.

Finally, with respect to the reported data and depending on the specific sector, note that any necessary permits and administrative procedures are handled case by case according to the relevant ownership arrangement (e.g., landlord–tenant) and in compliance with the applicable regulations.

REPORTING STANDARDS AND REPORTING PROCESS

For this Sustainability Report, **Angelini Technologies S.p.A.** has adopted the **GRI Universal Standards** published on October 5, 2021 by the Global Reporting Initiative (GRI) as its technical and methodological reference, reporting "in accordance with the GRI Standards."

For the 2025 data collection, the Company used dedicated software spanning the entire organizational structure of the Group companies within the reporting boundary.

Introducing this platform and adopting an internal control model based on multilevel data validation made it possible to collect and process information in a structured way, giving the reporting process greater robustness and reliability. The process actively involved the Sustainability function and the relevant data owners, process owners, and super-process owners, and supported the preparation of the Sustainability Report for approval by the Fameccanica.Data S.p.A. Leadership Team and, subsequently, by the Angelini Technologies S.p.A. Board of Directors.

The data reported were calculated precisely from the general accounting records and the other information systems in use; where estimates were used to determine the indicators, the method applied to quantify them is specified.

For previously published data, please refer to the **2024 Sustainability Report**, available on the website. Any restatements of information are clearly flagged in this document.

Please note that, for the quantitative data throughout this document, any figures that do not add up to 100% result from the rounding of percentages, which does not reflect the decimal values.

EXTERNAL ASSURANCE

This Sustainability Report has undergone a limited assurance engagement, conducted in accordance with the ISAE 3000 (Revised) standard by the audit firm EY S.p.A. Their limited assurance report appears at the end of this document.

For further information, please use the following channels:

Company website: https://www.fameccanica.com
Sustainability Team email: sustainability@fameccanica.com

Highlights 2025

+50
YEARS OF OPERATION

3 countries
ITALY, CHINA, USA [1]

BEYOND
600
EMPLOYEES, OF WHICH **537 (86%)** IN ITALY

37 NEW HIRES IN 2025

99% OF PEOPLE ON PERMANENT CONTRACTS

15,229 HOURS OF TRAINING

24.4 AVERAGE TRAINING **HOURS** PER EMPLOYEE

94.8% OF EMPLOYEES RECEIVING A REGULAR PERFORMANCE REVIEW

ZERO SERIOUS INJURIES

BEYOND
72
COUNTRIES WHERE WE HAVE INSTALLED OUR MACHINES IN THE LAST 10 YEARS

1,300
MACHINES DELIVERED WORLDWIDE

BEYOND
1,250
ACTIVE PATENTS

LIFE ALL-IN: A PROJECT FOR IN-LINE MATERIAL TRANSFORMATION

BATTERIES

INNOVATIVE SOLUTIONS DEVELOPED FOR BATTERY PRODUCTION

[1] *See the "Angelini Technologies around the world" section for our sites and hubs.*

€394 million
OF ECONOMIC VALUE GENERATED

€390 MILLION IN REVENUE

€183 MILLION IN REVENUE IN ITALY

90% SHARE OF ECONOMIC VALUE GENERATED THAT IS DISTRIBUTED TO STAKEHOLDERS

70% SHARE OF ECONOMIC VALUE DISTRIBUTED TO SUPPLIERS (€158 MILLION)

1,566 SUPPLIERS, OVER 1,000 OF THEM IN ITALY

€270 MILLION IN ANGELINI TECHNOLOGIES SUPPLIES IN ITALY

OVER
99%
OF ELECTRICITY PURCHASED WITH A GUARANTEE OF ORIGIN FROM FAMECCANICA. DATA S.P.A.

OVER
20%
OF ENERGY CONSUMED, SELF-GENERATED BY A PHOTOVOLTAIC SYSTEM

PARTICIPATION IN THE **EUROPEAN COMMISSION'S**
"INTELLIGENT CITIES CHALLENGE"
PROGRAM FOR A TRANSITION TOWARD SUSTAINABLE, DIGITAL ECONOMIES.

AWARDED
THE ECOVADIS GOLD MEDAL

MEMBERSHIP IN
GLOBAL COMPACT
THROUGH ANGELINI INDUSTRIES

SMETA SEDEX MEMBER (2026)

ISO CERTIFICATIONS
(ITALY ONLY – FAMECCANICA.DATA S.P.A.)

ISO 9001 QUALITY MANAGEMENT AND **ISO/IEC 27001** INFORMATION SECURITY MANAGEMENT SYSTEMS

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

1. Identity & Purpose

Angelini Technologies S.p.A.

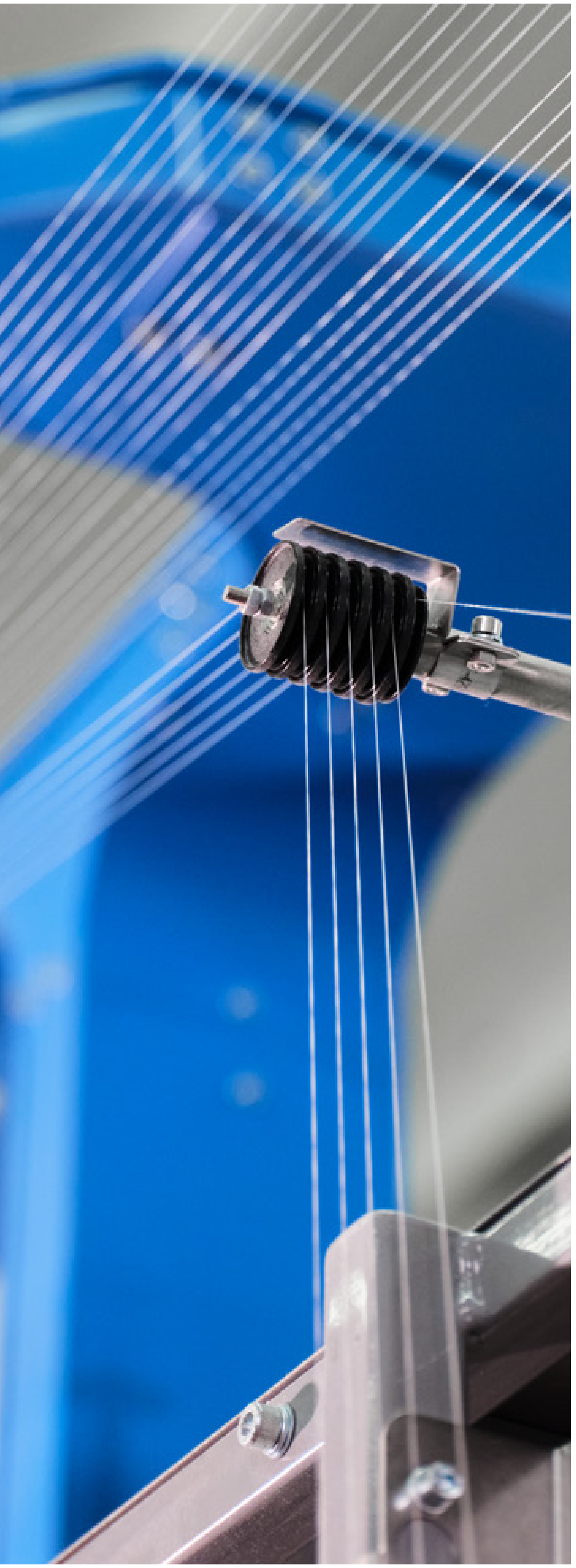
Angelini Technologies S.p.A. is the Angelini Industries company that, through its **subsidiary Fameccanica**, specializes **in advanced technological solutions** and services for **logistics**, consumer **goods manufacturing, and battery production**.

Since its **foundation in 1975**, **Fameccanica** has built more than **1,300 production lines**, sold in **72 countries**. Its **more than 600 employees**, including 200 engineers, operate across **three countries**: **Italy** (San Giovanni Teatino, Chieti, and Alanno, Pescara), **China** (Shanghai), and the **United States** (Cincinnati, OH)[2].

In 2025, Fameccanica celebrated its **50th anniversary** — an important milestone that offered the opportunity to reflect on its history and set a clear strategic **direction for the years ahead.**

The company specializes in raw material converting machinery, robotic systems, and battery assembly solutions, complemented by proprietary advanced software, and service offerings that ensure proximity and support across the entire lifecycle.

[2] Note that the total workforce as of December 31, 2025 — combining GRI 2-7 "employees" and GRI 2-8 "workers who are not employees" — exceeds 700 people.



More than 50 years of history

1970–2000

FOUNDATION AND DEVELOPMENT

- **Fameccanica** is founded by the Angelini family as a company specialized in the production of **machinery** for the **absorbent hygiene products** industry.
- **Angelini and P&G** establish a joint venture to manage **Fater and Fameccanica**.

2000–2020

INTERNATIONAL GROWTH

- Fameccanica's solutions are deployed **worldwide**.
- The company opens new manufacturing plants in **Cincinnati, USA,** and **Shanghai, China**.

2020 – Today

ACCELERATION TOWARD ROBOTICS

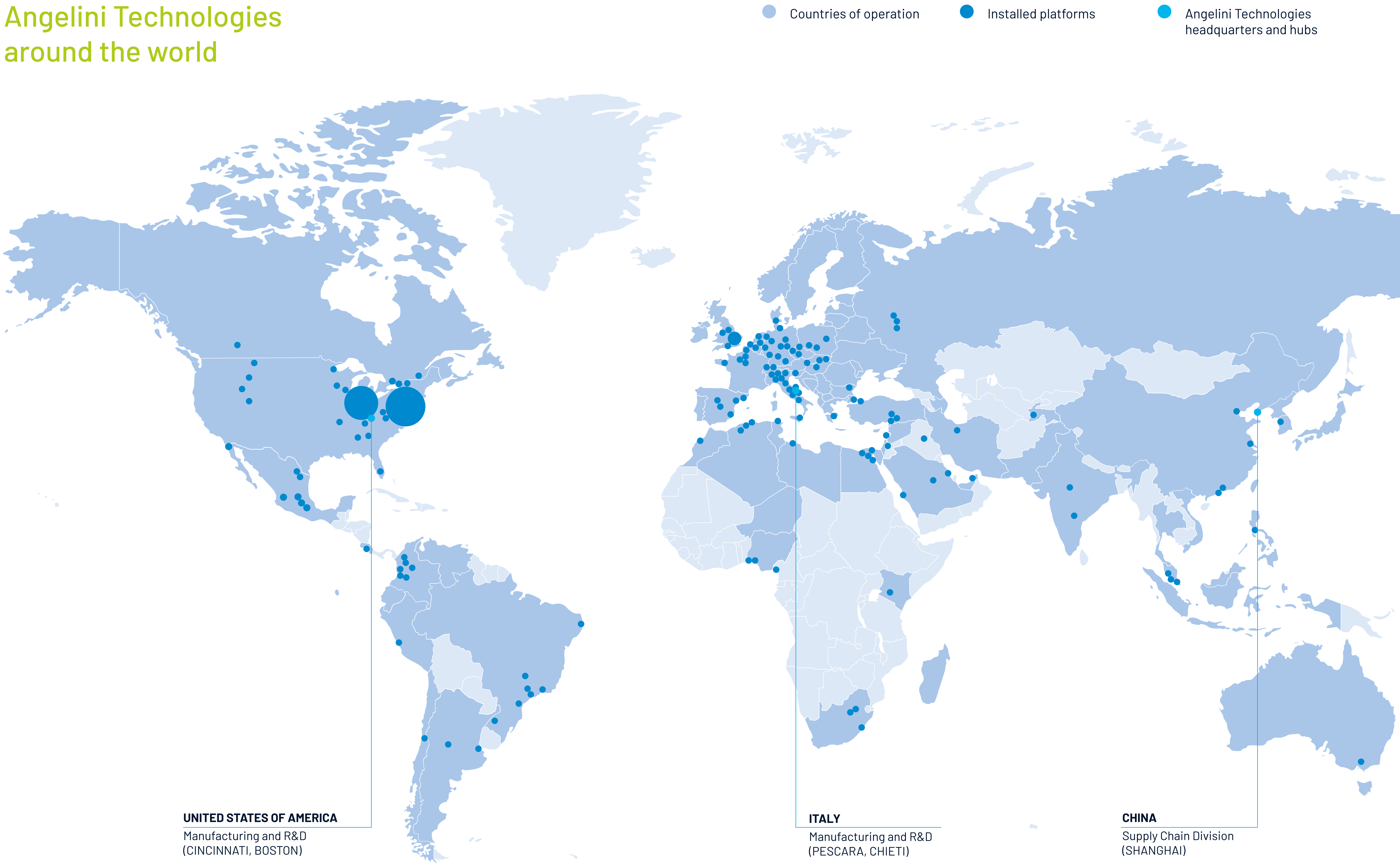
- **In 2022, Fameccanica** becomes **100% part of Angelini Industries.**
- The **Robotics Business Unit** is launched.
- **Innovative solutions for battery production** are developed.
- A partnership with **LABO** has been established.

Business areas

Excellence in execution, customer-centricity, and innovation guide everything we do. We are committed to delivering high-performance industrial automation solutions through an increasingly integrated and synergistic approach. By placing our stakeholders at the heart of our strategy, we strengthen our ability to act as a reliable and forward-thinking partner throughout their entire journey.

We aim to reinforce our **leadership in Hygiene and Home & Personal Care** and **accelerate our growth in Warehousing & Logistics, and Battery** industries. With more than 50 years of technological innovation behind us, we remain focused on anticipating customer needs, exceeding expectations, and delivering excellence at every step.

Angelini Technologies around the world



Our values

The value pillars that guide Angelini Technologies S.p.A. every day, translating into behaviors that consciously foster people's growth, are based on the values of the Angelini Industries Group: **Ethics and Responsibility**, **Innovation**, **Performance**, **Engagement**.

Ethics and Responsibility

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

Innovation

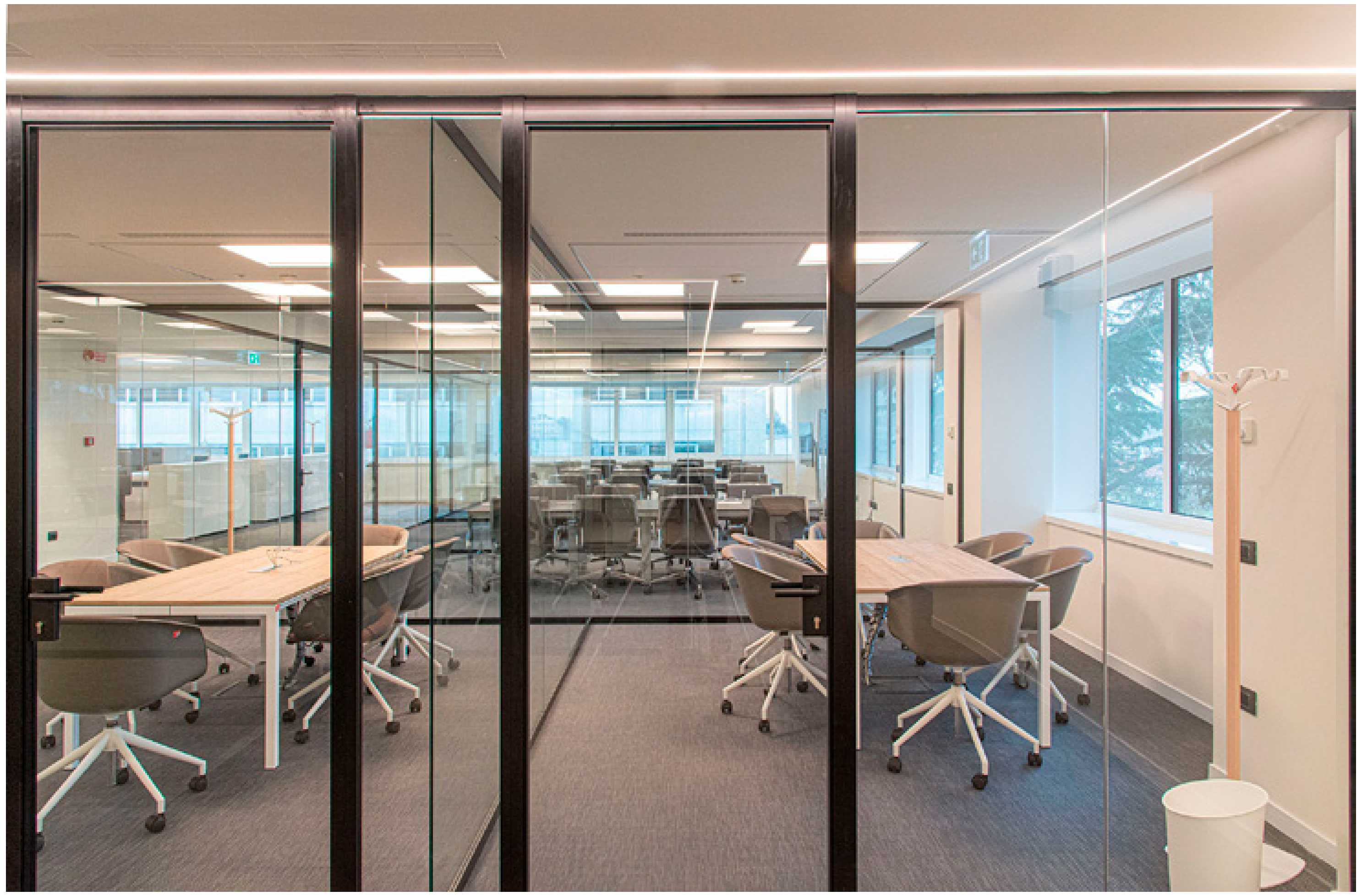
We encourage the development and testing of new, effective, and practical solutions. We challenge the status quo. We manage the complexity and demands of an ever-changing world. We take responsibility for bold choices for business growth and development. We learn from our mistakes and pursue continuous improvement.

Performance

Each team member is responsible for achieving both their own goals and those of the team. 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 team characteristics. We promote collaboration within the Group, valuing skills and rewarding merit. The successes of the Company and its people are shared and celebrated.



2. Our approach to Sustainability

Sustainability Governance

In line with its vision, mission, and founding values, and consistent with the approach of the Angelini Industries Group, Angelini Technologies is firmly committed to sustainability, viewing it both as a responsibility toward future generations and as a strategic lever for competitiveness.

For the Company, sustainability means reducing the environmental impact of its operations and delivering initiatives aimed at the well-being of people, communities, and the environment. Adopting sustainable practices is not only an ethical duty but also an opportunity to continuously improve the quality of products and services, while promoting respect for human rights and the adoption of sustainable procurement practices.

The following is a summary of the main initiatives undertaken in 2025 by Angelini Technologies and the Angelini Industries Group, which also generate positive impacts on the Company:

- **Execution and monitoring of the Group's ESG plan:** through the implementation of structured monitoring mechanisms to oversee sustainability risks, track the progress of initiatives, and strengthen the organization's overall contribution to a more sustainable business model.
- **Maintaining the structured ESG reporting process:** using the ESGeo digital platform, which enabled structured, traceable data collection for a more reliable and consistent reporting system.

- **ESG training activities:**

Between June and December 2025, the Sustainability Team ran "*Sustainability Transition: ESG Management*," an advanced training program for all employees, with targeted sessions—both in person and online—designed to raise **awareness, maturity, and pragmatism** on the key issues of the sustainable transition.

The program was built on three core pillars:

1. **Angelini Technologies' commitment to sustainability,** focusing on the ESG Plan, the reporting process, and strategic initiatives such as the Carbon Footprint and Climate Risk Assessment.
2. **A review of the scientific** literature on the causes and effects of climate change, with a closer look at the energy transition and its related impacts.
3. **The national and international regulatory framework,** focusing on the most relevant legislation: the Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD), deforestation legislation, and other emerging standards.

Results: the training program drew excellent feedback from participants, confirming the growing interest in ESG topics:

Workforce engaged: >90% FAMECCANICA.DATA (Italy)

Overall satisfaction: 4.08/5

Sustainability talks: It is also worth noting that, during 2025, Angelini Industries held dedicated in-depth sessions on relevant ESG regulations, attended by members of the Sustainability Team.

SUSTAINABILITY TRANSITION: ESG MANAGEMENT

WORKFORCE ENGAGED

>90%

FROM FAMECCANICA. DATA (ITALY)

OVERALL SATISFACTION:

4.08/5

ETHICS

Fameccanica's **Corporate Governance** model, grounded in principles of fairness and transparency, integrates sustainability into the company's strategy and operating model. The **Sustainability Team** coordinates ESG reporting, whose results are shared periodically with the Leadership Team, while the Board of Directors receives updates through detailed reports.
With regard to due diligence controls, it should be noted that in 2023 a **risk assessment** was carried out pursuant to Legislative **Decree 231/2001**, which led to the drafting of the Company's new Organization, Management and Control Model (OMCM), approved in 2024 and finalized in 2025.

Fameccanica's sustainability strategy

Fameccanica's sustainability strategy is closely tied to the materiality assessment process, which enables the Company to focus its efforts on the areas of greatest impact and to maintain appropriate dialogue with stakeholders. This approach has made it possible to account for internal developments stemming from the rapid evolution of the business, from the ambition to pursue a path of independent growth and development aligned with the Angelini Industries Group, and from the commitment to achieving the targets set out in the Strategic Plan.

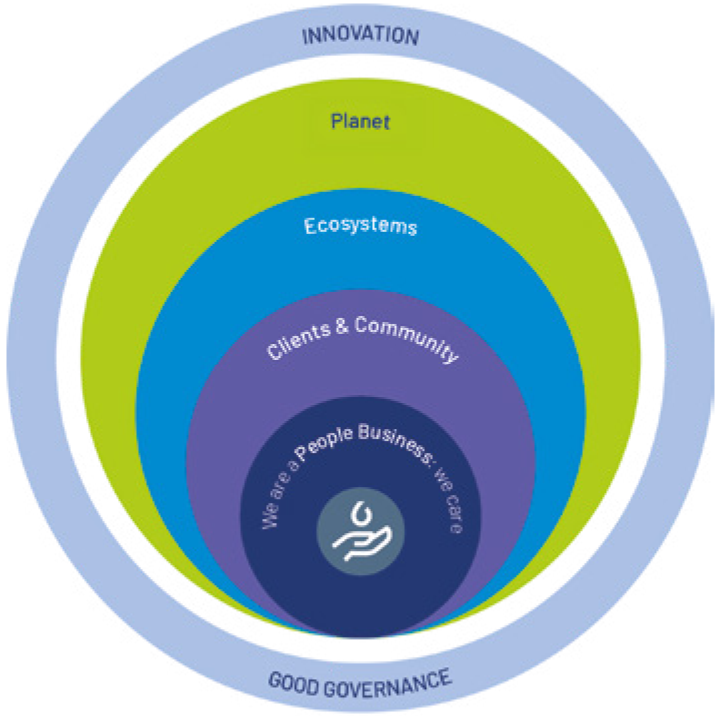
As a company operating on a global scale in a constantly changing environment, Fameccanica recognizes that long-term success requires continuous monitoring of, and adaptation to, major social, environmental, economic, political, and technological changes.

It is also worth noting that, during 2025, the company strengthened the thorough integration of Fameccanica's sustainability initiatives with Angelini Industries' macro-strategic objectives. As shown in the chart on the following page, a clear connection emerges between the sustainability strategy, its pillars, and the specific initiatives assigned to the various company functions. This framework is also integrated with the goal-setting system known as Management by Objectives (MBO), spanning multiple hierarchical levels.

In particular, the ESG Plan is structured around four core pillars to be developed by 2030:

- **People:** create an inclusive, safe working environment that fosters employees' ongoing development and growth;
- **Clients and Communities:** promote access to care, combat stigma, spread knowledge, and innovate;
- **Ecosystem:** work with suppliers and partners to drive positive change across the entire value chain;
- **Planet:** reduce environmental impact in terms of emissions, water consumption, and waste, building increasingly sustainable value chains.

Governance and innovation are the enablers of the plan.



The ESG Plan reflects Fameccanica's tangible commitment to becoming an increasingly sustainable, responsible, and innovative company, in step with environmental and social challenges. Fameccanica's Board of Directors was directly involved in defining the sustainability strategy, complementing the ESG training and Sustainability Induction already provided to Management.

Angelini Industries ESG Plan 24-26

ESG PLAN 24-30 | 15 FLAGSHIP TARGETS

PILLAR	TARGET	BASE YEAR	2024	TARGET YEAR [3]	TARGET PROGRESS AS OF DECEMBER 31, 2025
PEOPLE	**Well being:** Employee engagement rate ≥75 [4]	2023	2024	2025	In 2024, the employee engagement rate was 75. The target is tracked through a biennial survey, so the next target year will be 2026
	Health and Safety: Goal of zero serious injuries among employees [5]	2023	2024	2025	0 serious injuries during the period
	Development: hours of training per employee above the European industry average	2023	2024	2025	24.42 hours of training per employee
	Incentives (cross-pillar): MBOs linked to ESG indicators for N-1 and N-2 managers responsible for functions affected by sustainability matters and/or able to make a specific contribution to the Company's ESG strategy	2023	2024	2025	Definition, assignment, and final reporting of MBOs in 2025
	Inclusion: UNI/PdR 125:2022 certification on gender equality	2023	2024	2025	Certification under evaluation
CLIENTS & COMMUNITY	**Local communities:** +20% more employees volunteering in local communities each year	2023	2024	2025	• Volunteering initiative planned in 2024 and carried out in 2025 with the participation of the Sustainability Team at Rurabilandia, a social educational farm • Local Green Deal signed with the Municipality of Pescara as part of the European Intelligent Cities Challenge project

[3] *All targets use 2023 as the base year.*

[4] *Range 0-100.*

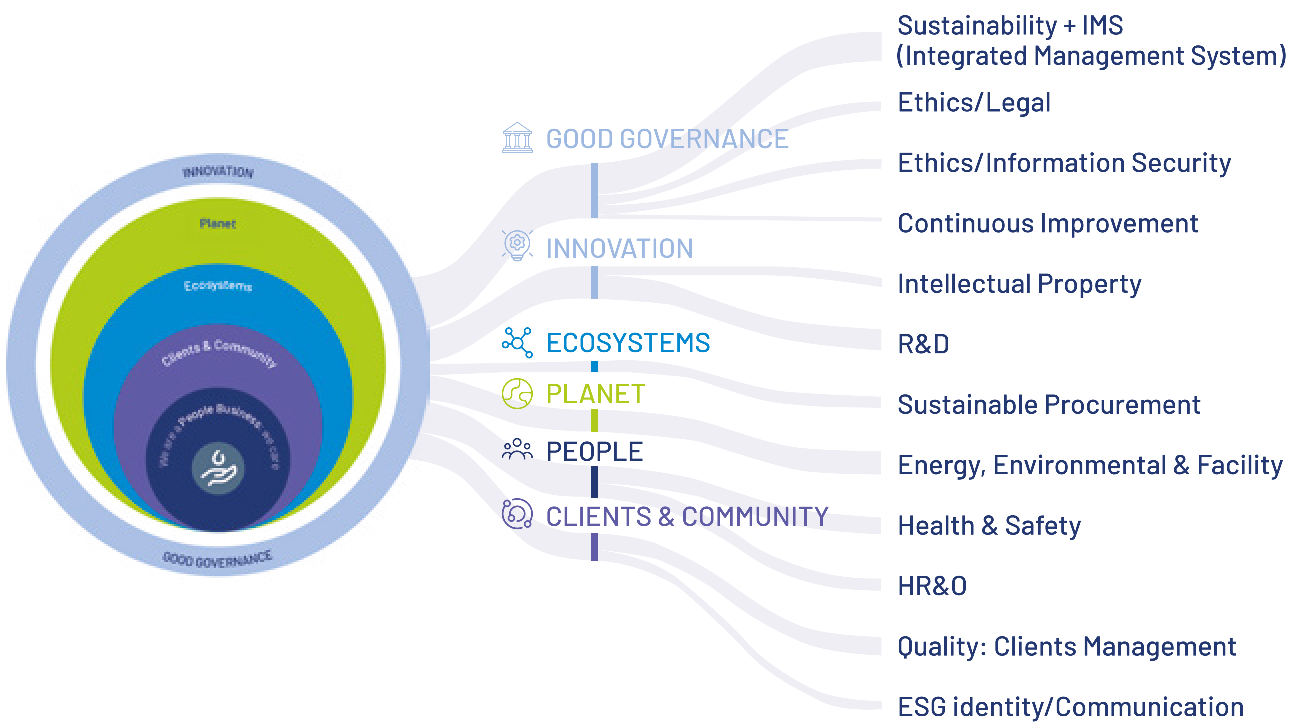
[5] *As defined by GRI Standard 403-9.*

PILLAR	TARGET	BASE YEAR	2024	TARGET YEAR [3]	TARGET PROGRESS AS OF DECEMBER 31, 2025
PEOPLE CLIENTS & COMMUNITY	**Local communities and ecosystem:** Be recognized as a partner in driving the transition toward future skills and helping to bridge the knowledge gap in the Italian system	2023	2024	2025	Programs defined and implemented during 2025: TecnicaMente, PCTO, internships, Tech in Class, Think Tech
ECOSYSTEMS	**Partnership with the value chain:** >90% of strategic suppliers covered by a Code of Conduct	2023	2024	2026	The new Supplier Code of Conduct, which includes ESG aspects, has been defined and approved. 73% coverage of "Class A" suppliers
	Responsible procurement: >90% of strategic suppliers assessed against ESG criteria	2023	2024	2027	Analyses of strategic suppliers launched through accredited ESG platforms 63% coverage of "Class A" suppliers
PLANET	**Climate:** 100% of electricity purchased from renewable sources (Italy)	2023	2024	2025	Target achieved in 2025
	Climate: 100% of electricity purchased from renewable sources by 2026. (All AT-FAMECCANICA sites)	2023	2024	2026	On-going Electricity purchased with Guarantees of Origin (GOs) (>90%) by Fameccanica North America in 2025
	Climate: Reduce greenhouse gas emissions in line with the Paris Agreement	2023	2024	2030	Preliminary Decarbonization Plan activities completed in 2025
	Waste and circularity: -90% industrial waste sent to landfill	2023	2024	2030	Launch of activities to support achievement of the target
	Waste and circularity: 100% of new products developed with ecodesign considerations	2023	2024	2030	Regulatory analysis based on the specific requirements involved

Fameccanica's sustainability strategy is aligned with the materiality assessment process, which helps keep the Company's efforts focused on the areas of greatest impact and ensures appropriate relationships with stakeholders.

This makes it possible to account for internal developments tied to the rapid evolution of the business, the ambition to pursue its own path of growth and development, and the commitment to achieving the business objectives set out in the Strategic Plan.

As a company operating on a global scale in a rapidly changing world, Fameccanica believes that its long-term success requires continuous monitoring of, and adaptation to, significant social, environmental, economic, political, and technological changes. The sustainability roadmap identifies significant pillars for ESG topics, including climate change, ecodesign, diversity & inclusion, sustainable procurement, and ethics. The plan described above has enhanced Fameccanica's sustainability roadmap. During 2025, the company thoroughly integrated its sustainability initiatives with the macro-objectives defined by Angelini Industries' strategy, as shown below.



Our stakeholders and the value generated and distributed

STAKEHOLDER ENGAGEMENT

Fameccanica engages with various categories of stakeholders. Involving them through dialogue and active listening helps align social, environmental, and economic objectives with the Company's strategy and enables it to respond quickly to changing market demands.

A strong emphasis is placed on the constructive engagement of stakeholders, in keeping with the corporate values of trust and transparency. For external stakeholders, the channels of dialogue and engagement activities depend on the roles and corporate functions responsible for contact with, and management of relationships with, institutions at the central level. For internal stakeholders, the dialogue tools and how often they are used depend on the various projects the Company undertakes. In general, these tools can be grouped as follows: periodic communications, face-to-face meetings, discussion forums, events, and posts on internal and external social media.

METHODS OF ENGAGEMENT

Stakeholder engagement takes three forms:

1. initiatives organized specifically for the preparation of this Sustainability Report;
2. meeting opportunities arising from the usual practices of dialogue and collaboration, independent of the reporting process;
3. initiatives carried out within a structured listening process that directly involves stakeholders in shaping scenarios and solutions.

STAKEHOLDER MAP

INTERNAL STAKEHOLDERS

- Shareholders
- Board of Directors and corporate bodies
- RSU
- Employees/Collaborators

MARKET

- Customers
- Suppliers
- End Users
- Competitors
- Partners
- Innovative startups

COMMUNITY, TERRITORY & EDUCATION

- Schools, universities and the scientific community
- Local community and society at large
- Media

BODIES, INSTITUTIONS & ASSOCIATIONS

- Trade unions
- Regulatory authorities
- Accredited certification bodies
- Trade and industry associations
- Credit institutions and banks
- Public Administration
- International agencies, institutes, and organizations

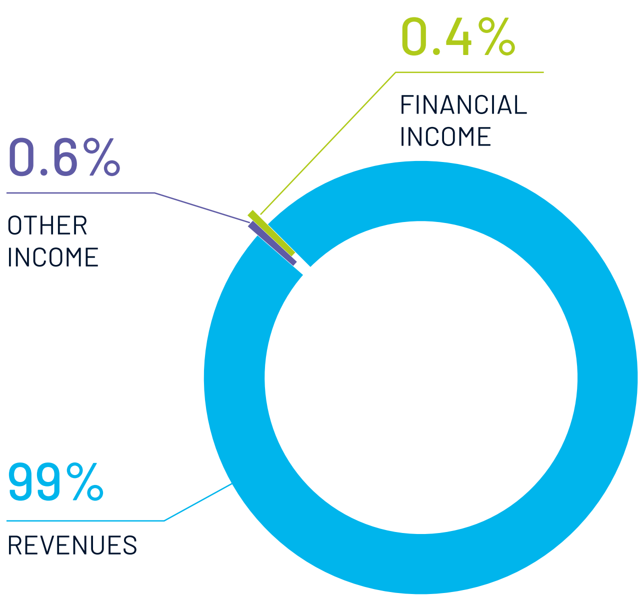
THE VALUE GENERATED AND DISTRIBUTED

The economic value generated and distributed by Angelini Technologies S.p.A. provides a useful indication of how the Group created wealth for its stakeholders over the year. In 2024, the economic value generated by Angelini Technologies S.p.A. was €248 million, an increase of about 6% over the previous year. About 92% of the economic value generated was distributed to its stakeholders; among these, employees and suppliers are the categories that benefit most from the wealth the Group produces, accounting for 24% and 73% of total distributed value, respectively.

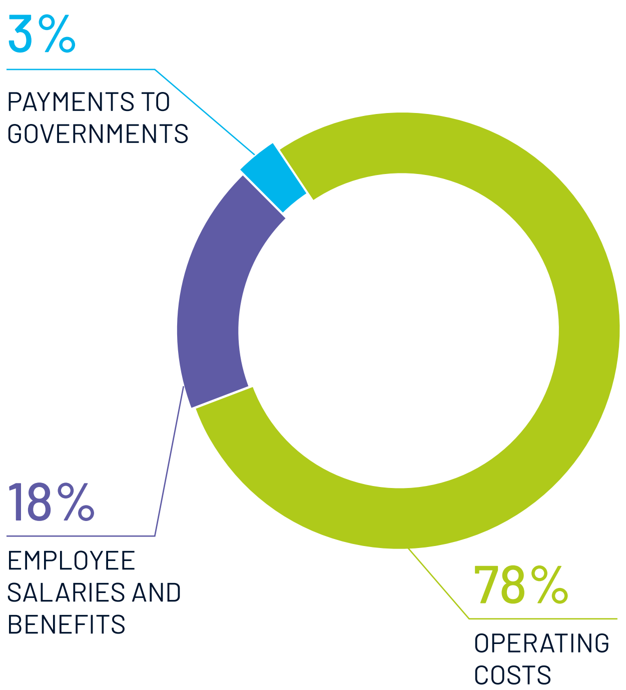
DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED [6] (Thousands of Euros)	2025	2024
Revenues	390,557	244,743
Other income	2,558	2,733
Financial income	1,774	1,066
Total economic value generated	**394,889**	**248,542**
Operating costs	279,336	166,413
Employee salaries and benefits	64,492	54,168
Payments to providers of capital	473	622
Investor remuneration		
Payments to governments	12,464	5,384
Community investments		
Total economic value distributed	**356,765**	**226,587**
Impairment of receivables	956	387
Unrealized exchange rate differences	3,610	(43)
Value adjustments to tangible and intangible assets	(2)	(159)
Value adjustments to financial assets	(3,053)	275
Depreciation	7,466	7,376
Provisions	(1,796)	2,334
Reserves	30,943	11,785
Economic value retained	**38,124**	**21,955**

[6] The following recalculations were made to the economic value generated and distributed as reported in the 2022 Sustainability Report:
- *The "Payments to governments" item includes all taxes, as it did for 2023, whereas the 2022 reporting included only "current taxes," with the remainder also removed from the reserves item.*
- *As for 2023, the change in inventories was reclassified and included under "Operating costs," whereas in the 2022 reporting it had been treated as a reduction in revenue. Accordingly, the 2022 figures were restated by reclassifying the change in inventories and including it under operating costs.*

ECONOMIC VALUE GENERATED

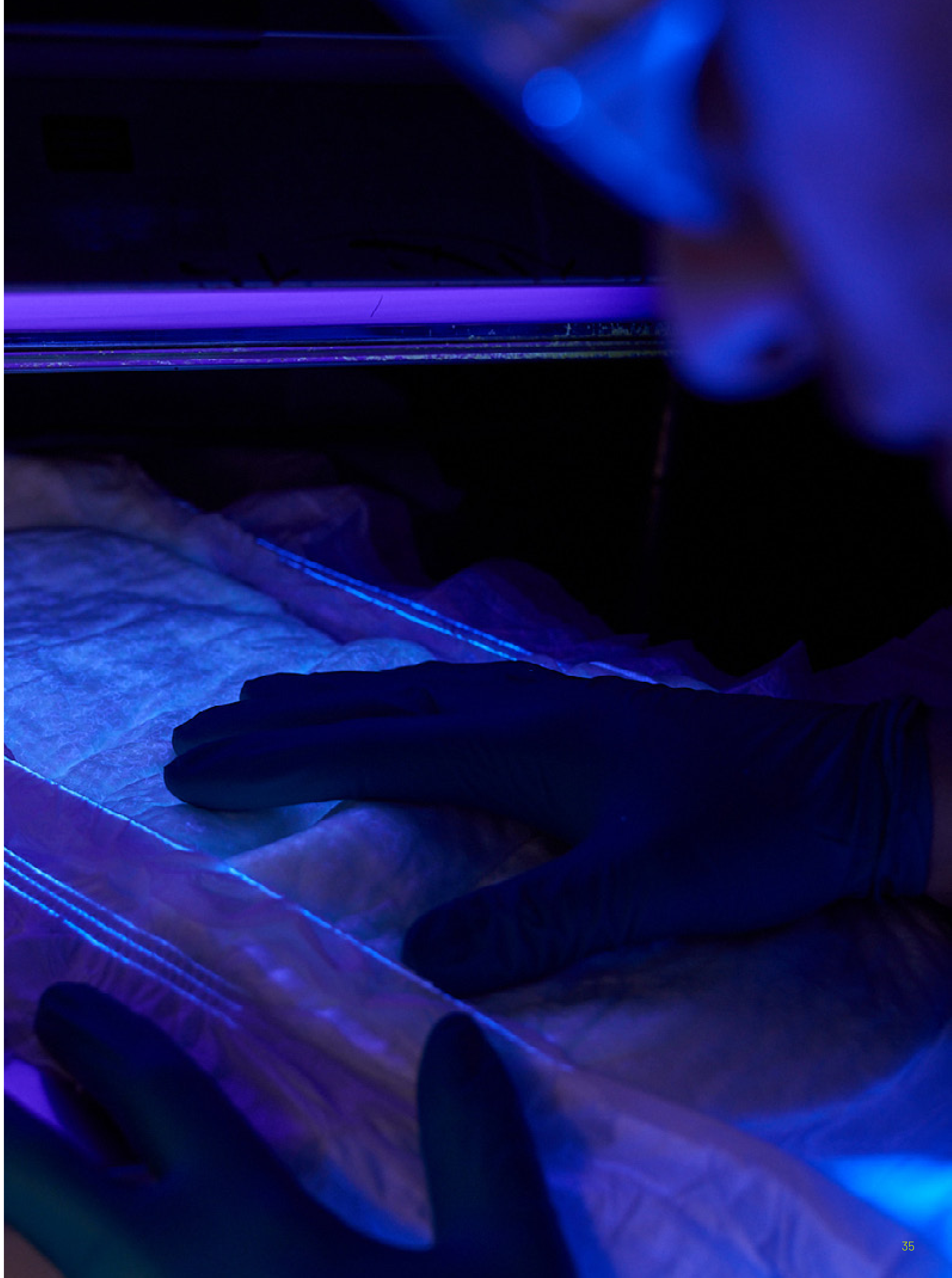


ECONOMIC VALUE DISTRIBUTED



STAKEHOLDER	AREAS OF INTEREST	MAIN DIALOGUE AND ENGAGEMENT INITIATIVES	SDGs
Shareholder	• Economic and financial performance • Corporate Governance • Group strategy and business diversification	• Shareholder meeting • Ad hoc meetings at conferences organized by banks or other institutions	8, 9, 16, 17
Customers	• Products • Services • Partnership • Developments	• Customer meeting • CRM • Visits • Periodic calls • Fairs	9, 17
Financial community • Banks • Financial analysts • Providers/rating agencies	• Economic performance and its sustainability • Compliance with the law • Corporate Governance • Transparency • Market trends and business sustainability • Group growth strategy • Acquisition activity	• Regular conference calls and meetings with investors • Ad hoc meetings at conferences organized by banks or other institutions	8, 16, 17
Employees	• Economic performance and corporate soundness • Collective bargaining • Intranet site • Skills development and career paths • Work-life balance • Socio-organizational well-being • Smart working • Transparency • Health and safety in the workplace • Environment and energy	• Angelini Technologies Fameccanica Town Hall • Angelini Technologies S.p.A. - Fameccanica Sustainability Workshop • Other people-engagement and survey initiatives • Materiality Assessment survey • HS&E Meeting • Innovation Portal • Sustainability/ESG Training	3, 4, 5, 6, 7, 8, 9, 10, 13
Union	• Economic performance and corporate soundness • Work-life balance • Smart working • Socio-organizational well-being • Health and safety in the workplace • Environment and energy	• Union meetings: RSU (Unified Trade Union Representatives) and RLS (Workers' Safety Representatives) • Periodic Health and Safety Meeting (Art. 35 of the Italian Consolidated Safety Act, TUS) • Meetings with trade unions	3, 4, 5, 8, 10
Suppliers • Suppliers and business partners • Suppliers of goods and products • Direct and indirect service providers • Distributors	• Compliance with contractual commitments • Continuity of the relationship • Innovation • Willingness to collaborate in partnerships and on new business models • Digitalization	• Supplier visits and meetings • Partnership initiatives • Procurity Supplier Portal • Vittoria RMS Contractors Portal • Suppliers' Day	8, 9, 12, 16, 17
Institutions, bodies, associations, and organizations • Supervisory Body (OMCM 231) • Extraordinary Commissioner for the COVID-19 Emergency • National and local government institutions (Ministry of Health, local authorities, etc.) • Civil Protection Department • Public administration and regulatory bodies (ARPA, ASL, ITL, VVF, INAIL, INPS, ASL, etc.)—for example, regulations on workplace health and safety, the environment, labor and immigration, financial matters, GDPR, etc. • Certification and auditing bodies • Employers' associations • Trade unions	• Compliance with laws and regulations on health, labor, the environment, etc. • Privacy and information/ data security • Compliance with international ISO standards • Audit of the financial statements • Reduction of CO2 emissions • Responsible use of natural resources (energy, water) and energy efficiency (clean, renewable energy) • Management of hazardous substances and responsible treatment of hazardous waste • Improving and maintaining adequate health and safety standards • Compliance with the OMCM 231 model, the Code of Ethics, and policies	• Ongoing dialogue with local, national, and European institutions • Specific meetings and working groups • Meetings and position papers from Confindustria/UCIMA • (the Italian Association of Automatic Packaging and Wrapping Machinery Manufacturers) • Periodic meetings and information flows with the Supervisory Body • Participation in the European Commission's "Intelligent Cities Challenge" program in partnership with the Municipality of Pescara	9, 16, 17

STAKEHOLDER	AREAS OF INTEREST	MAIN DIALOGUE AND ENGAGEMENT INITIATIVES	SDGs
Community • The public and local and regional communities • Third-sector organizations (nonprofits, charities, NGOs, etc.) • Media and opinion leaders	• Support for charitable initiatives • Social investment in the community • Support for young people and families • Social Innovation • Transparency • Support for young people's education and training • Contribution to art, culture, and music	• Food Bank in partnership with the AT-Fameccanica Experience Group • Rurabilandia	3, 8, 11, 13, 16, 17
Universities, schools, and the research community	• Social Innovation • Partnership of excellence • Technological innovation • Support for young people's education and training	• Collaborations and projects with universities • Career guidance and collaborative project development (joint research) • Career guidance and development of technical knowledge • PCTO - Pathways for Transferable Skills and Career Guidance • TecnicaMente • Tech in Class • Think Tech	4, 9, 16, 17



Materiality

In line with the Group's materiality approach, in 2023 Fameccanica had already **revamped its materiality analysis** to identify the topics considered relevant and significant for its business and its stakeholders and, at the same time, to align with the Angelini Industries Group's approach to determining materiality.

The decision to update the analysis was driven mainly by two considerations. The first was the desire to confirm the **validity of the significant topics already identified** in previous years. The analysis conducted in May 2023 was, in this respect, particularly structured and thorough, involving more than 140 internal and external stakeholders. Second, Fameccanica set out to **check for any new emerging topics** arising from the evolving industry and regulatory context.

This update responds to the requirements of **GRI 2021** and draws on two additional references in defining stakeholder relevance: the **AccountAbility AA1000 Stakeholder Engagement Standard (AA1000SES) and Implementation Guidance (IG 1) of the ESRS (European Sustainability Reporting Standards)** developed by EFRAG (European Financial Reporting Advisory Group). [7]

Please note that, during 2026, the materiality analysis described above is scheduled to be updated in accordance with the double materiality principle and in line with the new European reporting standards (ESRS) and the CSRD.

[7] Please note that in 2024, in alignment with the Angelini Industries Group, the Group carried out a double materiality analysis consistent with CSRD principles, which formed the foundation for the ESG plan.

MATERIALITY UPDATE PROCESS

The analysis started from the 19 potentially relevant topics identified, together with their related impacts and outcomes, following a structured approach organized into the steps below:

PHASE 1

CONTEXT ANALYSIS AND BENCHMARKING

- Analysis of the operating context of Angelini Technologies S.p.A. – Fameccanica to identify how relevant a cluster of industry peers and key customers consider the ESG topics under review.

PHASE 2

ALIGNMENT WITH GROUP MATERIALITY

- Alignment of Angelini Technologies S.p.A. – Fameccanica's topics with those of Angelini Industries in terms of wording and topic areas.

PHASE 3

UPDATING AND VALIDATION OF RESULTS

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

Phase 1 – Context analysis and benchmarking

To update the materiality process, Fameccanica used as its starting point the set of topics and impacts assessed for the 2022 report by a group of stakeholders selected for their knowledge of topics spanning the three **ESG** dimensions (Environmental, Social, Governance).

Moreover, aware of the dynamic, fast-changing context in which it and its customers operate, the Company considered it essential that the materiality update be based on a comprehensive list of ESG topics covering every area potentially relevant to its **value chain**. For this reason, the list of sustainability topics—already compiled for the 2022 report by reviewing Fameccanica's internal and external communications, investors' ESG topics, media reports, sustainability standards and frameworks (such as GRI, SASB, and the ISO 26000 guidelines), and the United Nations Sustainable Development Goals (SDGs)—was updated based on a desk analysis of a cluster of selected companies in the industry.

Phase 2 – Alignment with Group materiality

Following the full acquisition of the Company by Angelini Industries in the first half of 2022, Fameccanica considered it essential to align its materiality analysis with the one presented by the Group in its 2025 Sustainability Report.

The topics identified, though partly specific to the industry and to Fameccanica's particular circumstances, **were aligned wherever possible with those of the parent company, Angelini Industries**, following the process below:

- topics covering related areas were consolidated into a single macro-topic [8];
- certain topics were renamed to better reflect the reality of the entire Group;
- the topic areas were aligned with those used for the parent company (Environmental, Social, Governance, and Prerequisites).

Through this process, starting from the 19 topics considered, **15 potentially material topics and 2 prerequisites** were identified, the latter already largely managed internally or governed by regulation [9]. The table alongside summarizes the results.

[8] The score used for the macro-topic is the average of the scores assigned in the survey submitted to stakeholders in May 2023 for the topics that make up the macro-topic.

[9] For the topics listed in the table, the following groupings apply: the "Partnerships and Stakeholder relations" topic includes the "Stakeholder engagement and listening" and "Partnerships and collaborations" topics; the "Creation and distribution of economic value" topic includes the "Economic growth and distribution of value generated" and "Job stability and protection of human capital" topics.

Results

ENVIRONMENTAL	• Energy efficiency • Climate change • Sustainable management of natural resources • Product innovation (R&D - IP)
SOCIAL	• Developing and enhancing human capital • Welfare and 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

Phase 3 – Updating and validating the results

In updating the materiality results for both the inside-out and outside-in approaches, the Company decided to replicate the methodology used by the parent company to determine stakeholder relevance and the related weighting criteria. Each of the five stakeholder categories involved in the survey was assigned a weight based on the influence and dependence parameters set out in the AA1000 Stakeholder Engagement Standard [10].

Results of the materiality update

The analysis identified **15 potentially material topics and 2 prerequisites**—that is, essential topics already widely managed within the Group or governed by regulation (Product quality, reliability and safety; Ethics and compliance).

Inside-out perspective

The likelihood and severity values associated with the various potentially material topics, which stakeholders assessed on the basis of relevance alone, were estimated using the values obtained for the Angelini Industries Group [11]. This process takes into account Fameccanica's direct involvement in the initiatives that led to defining the Group's material topics, ensuring that its perspectives and priorities are reflected in the results of this analysis.

Following the above, and in order to reach a shared view grounded in Fameccanica's own reality, an internal engagement exercise was carried out involving the Sustainability Team and the Leadership Team—the stakeholder groups best informed about developments in the industry, regulatory, and organizational context and able to capture the needs of other stakeholders through various communication channels. The involvement of these two groups ultimately led to the review and validation of the material topics for 2024.

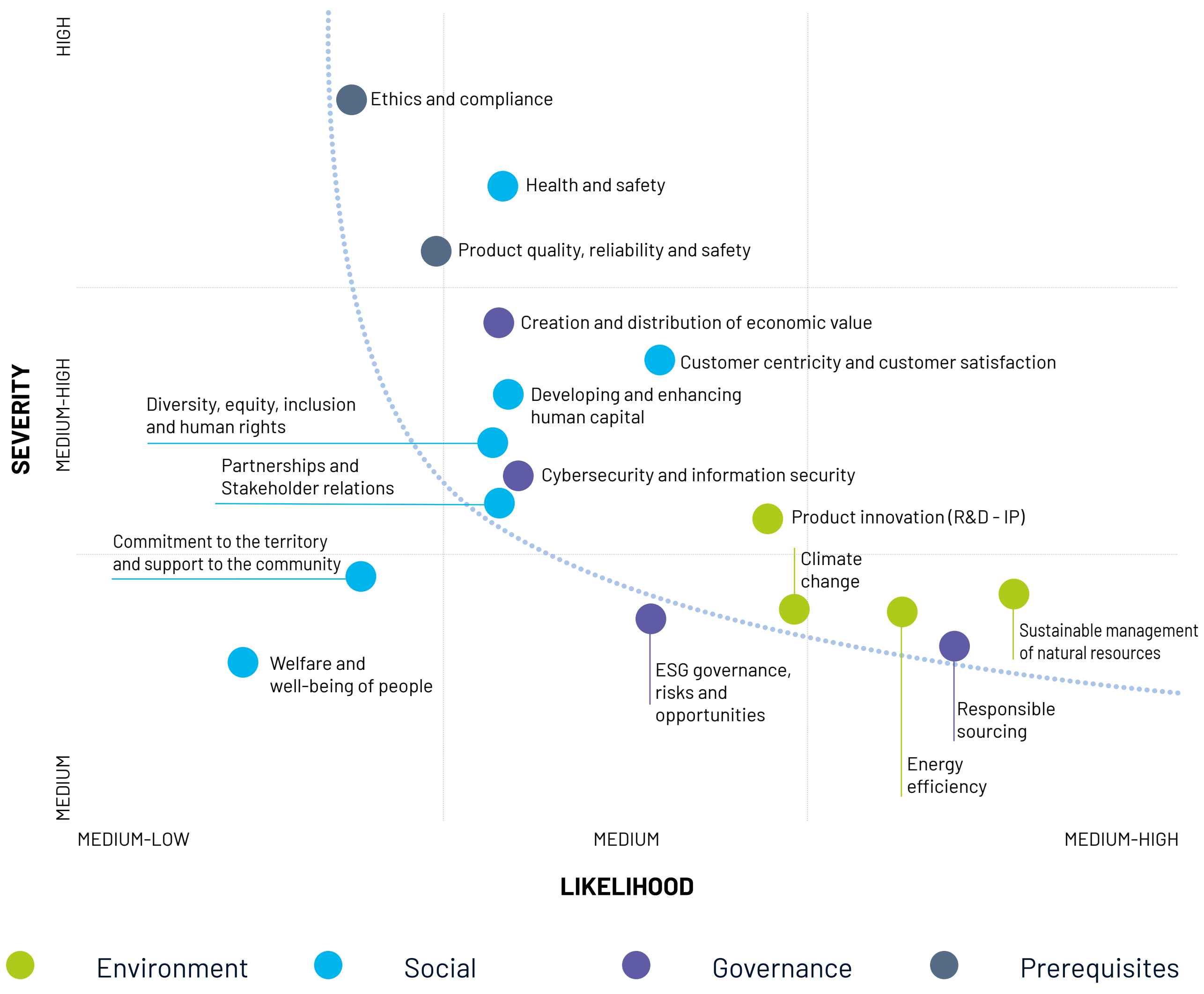
The materiality matrix, developed from the results of the updated materiality analysis, is shown below and represents:

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

[10] Weights assigned to the stakeholder categories considered: Leadership Team (40%), Sustainability Team (22%), other employees (12.5%), suppliers and business partners (12.5%), customers (12.5%).

[11] This estimate assumes that the difference in relevance between Fameccanica and its parent company, Angelini Industries, is split equally between the two parameters of likelihood and severity.

Materiality matrix from the inside-out perspective



The materiality matrix above shows how the **15 potentially material topics** and 2 prerequisites cluster in areas of medium-high to high severity and medium-low to medium likelihood. However, only the **14 topics** to the right of the red line (including the two prerequisites) are considered material. These topics scored in the medium-low to medium range for likelihood and medium-high or high for severity, emerging as the most urgent and therefore the most relevant for Fameccanica. The remaining topics, although high in severity, were deemed less urgent because they are already adequately managed within the Company through initiatives and projects carried out in recent years.

Finally, compared with 2022, a total of **14 material topics** were identified, 12 of which are well established and were reported in previous years; the two topics "Climate change" and "Partnerships and Stakeholder relations" emerged as new material topics for Fameccanica and its stakeholders beginning with this report.

The following is a summary of the main impacts identified for each material topic and the related management approach, as required by the reference standard.

THEME	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THE POTENTIAL TO HAVE A POSITIVE OR NEGATIVE EFFECT)	POLICIES, SAFEGUARDS, AND MONITORING METHODS
Energy efficiency ENVIRONMENTAL	• The Company's environmental impact and greenhouse gas emissions through the sourcing of energy from conventional E- or renewable sources E+. • Management of the energy crisis stemming EP+ from proper or improper management of consumption and energy efficiency EP-. • Environmental impact through the creation of socio-economic value and a contribution to the development of local energy communities E+	• ISO 50001:2018 (Energy Management System) • Adoption of an energy policy • Commitment to the transition to renewable resources (e.g., installing photovoltaic panels at the Italian site) • Plant upgrade initiatives (heating, lighting)
Climate change ENVIRONMENTAL	• Combating climate change through alignment E+ —or failure to align—with regulations, targets, or standards relating to emissions and climate change • Air pollution levels in the areas surrounding the Group's production plants, affecting local communities E- • The exposure EP- of local communities and the surrounding area to extreme weather events (for example, floods, flooding, hurricanes, desertification, etc.)	• CBAM (Carbon Border Adjustment Mechanism) Regulation • Climate Risk Assessment (Physical & Transition) • Preliminary Decarbonization Plan • Scope 2 reduction under the GHG Protocol following in-house energy generation from renewable sources (car park with photovoltaic panels)

Legend:

Positive impact + Negative impact - Actual E Potential P

THEME	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THE POTENTIAL TO HAVE A POSITIVE OR NEGATIVE EFFECT)	POLICIES, SAFEGUARDS, AND MONITORING METHODS
Sustainable management of natural resources ENVIRONMENTAL	• Preservation of natural resources, the environment, and the local community EP+ • Building sensitivity and awareness of ESG topics among staff and the market E+ • Impacts of the procurement and disposal of products/waste E- and on the availability of products and services with strong environmental performance E+	• ISO 14001:2015 (Environmental Management System) • Adoption of an environmental policy • Single Environmental Authorization • Voluntary carbon-offsetting initiative (Treedom) • Green PC
Product innovation (R&D - IP) ENVIRONMENTAL	• Availability of investment/capital benefiting the economic system in which Angelini Technologies S.p.A. – Fameccanica operates (for example, its industry, geographic district, etc.), with a significant effect on, for example, local employment rates E+ • Availability in the market of products and services that meet customer needs E+ • Contribution to the industry's technological development and to the ability to meet future customer needs P+ • Availability of technical solutions/products that ensure compliance with new ESG regulations (for example, environmental sustainability, safety, etc.) and deliver strong environmental performance E+	• A portfolio of patents and ongoing investment in developing new technologies • Strengthening employees' skills • GreenPackt® • Life All-In
Developing and enhancing human capital SOCIAL	• Job stability for company staff and the creation of employment impact in the local area E+ • The opportunity for each employee to fully realize their potential and grow their professional skills EP+ • Spreading culture and skills related to the business of Angelini Technologies S.p.A. E+	• Implementation of the Lifelong/Continuous Learning project – Angelini Academy • My Performance, for evaluating employee performance • Delivery of management training and development, onboarding training, and technical training • Adoption of flexible start times and smart working

THEME	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THE POTENTIAL TO HAVE A POSITIVE OR NEGATIVE EFFECT)	POLICIES, SAFEGUARDS, AND MONITORING METHODS
Customer centricity and customer satisfaction SOCIAL	• Meeting customers' real needs and requirements E+ • Customer trust in Angelini Technologies S.p.A. through appropriate or inadequate communication by the Company	• Customer satisfaction • After-sales service and 24/7 remote assistance • Development of tailored, customer-focused strategies
Partnerships and Stakeholder relations SOCIAL	• The well-being and prosperity of the key stakeholders with whom Angelini Technologies S.p.A. interacts (e.g., employees, local communities, business partners, etc.), through stronger relationships built on continuous contact and dialogue and the transparent management of information in line with corporate values and principles E+ • The spread of social impacts (e.g., worker health and safety, protection of human rights, adequate pay policies, etc.) and environmental impacts (e.g., greenhouse gas emissions, energy and water consumption, responsible selection of materials, etc.) along the supply chain EP+	• Collaborations with schools and universities • Relationships with local suppliers • Customer focus
Diversity, equity, inclusion and human rights SOCIAL	• Building awareness of and respect for diversity and inclusion, and recognizing individual differences E+ • Job 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 rights and workers' rights through relevant requirements, procedures, controls, and partnerships E+ • Upholding meritocracy and the principle of "equal pay for work of equal value," and eliminating the gender gap E+	• Guaranteeing equal opportunities for all staff and maximum inclusion within the Organization. • UNI/PdR 125:2022 (certification under evaluation)

THEME	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THE POTENTIAL TO HAVE A POSITIVE OR NEGATIVE EFFECT)	POLICIES, SAFEGUARDS, AND MONITORING METHODS
Health and safety SOCIAL	• Protection of the mental and physical well-being, health, and safety of employees and all individuals whose work is under the organization's direct control E+ • Compliance with health and safety laws and regulations in force in the workplace (including voluntary ones), with a corresponding positive or negative impact on the company's reputation E+- • Prevention and incidence of workplace accidents and occupational illnesses	• Adoption of a health and safety policy • ISO 45001:2018 (Health and Safety Management System) • Annual auditing of health and safety measures • Compliance with the Consolidated Health and Safety Act and the national collective bargaining agreement (CCNL) • Welfare Plan for Fameccanica employees
Creation and distribution of economic value GOVERNANCE	• The well-being and prosperity of the key stakeholders with whom Angelini Technologies S.p.A. interacts (for example, 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 arising from higher or lower job stability linked to turnover and talent-attraction dynamics	• Accounting systems • Performance monitoring • Guaranteeing stable, continuous employment for its employees
Cybersecurity and information security GOVERNANCE	• Protection of the security and confidential information of customers and everyone the organization deals with E+ • The spread of individual data-protection practices across the entire value chain, with effects on the local area and on people's rights E+ • Offering the market high-performing products with low cybersecurity vulnerability E+	• ISO 27001:2022 (Information Security Management System) • Employee training and engagement policy • Continuous monitoring of the security level through external assessments • Investment in technology for digital-identity protection, physical protection, and logical protection

THEME	MAIN NEGATIVE AND POSITIVE IMPACTS (I.E., THE POTENTIAL TO HAVE A POSITIVE OR NEGATIVE EFFECT)	POLICIES, SAFEGUARDS, AND MONITORING METHODS
Responsible sourcing GOVERNANCE	• Creation of local economic activity E+ • Environmental and social impacts related to the activities carried out by the organization and its contractors EP+- • Value E+ for the local area through collaboration between Angelini Technologies S.p.A. and its supply network (for example, growth opportunities and economies of scale and learning, etc.)	• A largely local supply chain • Supplier performance evaluation system • Code of Ethics
Ethics and compliance PREREQUISITES	• Safeguarding the Code of Ethics and legality, and preventing or facilitating unlawful conduct in areas such as the reinvestment of proceeds from illegal activities, extortion and bribery, anti-competitive behavior, etc. E+ • Compliance with laws and regulations in force in the economic, environmental, and social spheres (including voluntary ones), enhancing the company's reputation E+ • The well-being and prosperity of the key stakeholders with whom the Organization interacts EP+	• Application of the corporate Code of Ethics • Creation of the Whistleblowing and Privacy system • Adoption of the organization, management, and control model pursuant to Legislative Decree 231/2001 • Privacy Model • EcoVadis Gold Medal • Voluntary Sustainability Report and limited assurance
Product quality and safety PREREQUISITES	• Quality and durability of materials E+ • Product safety for the customer and the end consumer E+ • Customer satisfaction, achieved by raising the quality of the service offered and the care taken over product detail E+	• ISO 9001:2015 (Quality Management System) • Lean Six Sigma program • Structured processes for CE compliance/marking and for the 508A standard governing the design and construction of control panels

The approach to Sustainability Reporting

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 and covering sustainability topics. The Agenda calls for strong involvement and support from everyone: individuals, countries, and public- and private-sector companies, with the ultimate aim of "leaving no one behind."

Fameccanica's commitment to sustainability reflects its conviction that innovation, inclusion, talent development, environmental protection, and care for the communities in which it operates are essential to a new, sustainable model of economic, entrepreneurial, and social development.

To advance its commitment to the SDGs, Fameccanica measured, through a self-assessment, its level of alignment with the Sustainable Development Goals of the 2030 Agenda as they relate to the Company's business model, through a dedicated project and a dedicated cross-functional working group in which each team member helped gather qualitative and quantitative information using an assessment tool (the SDGs Action Manager); the most recent assessment is considered valid for the current business model.

The tool, launched by the United Nations Global Compact and B Lab, is designed to help companies measure and develop the impact of their sustainability performance and thus accelerate their organizational progress toward the SDGs through dynamic self-assessment, benchmarking, and improvement. In this regard, in 2025 Angelini Technologies – Fameccanica joined the Global Compact through Angelini Holding S.p.A. and, together with the other Group companies, is committed to upholding its 10 core principles on human rights, labor standards, environmental protection, and the fight against corruption.

SDG ACTION MANAGER
Developed by B Lab UN Global Compact

The chart below shows how Fameccanica's business model contributes in various ways to all the SDGs, with the greatest focus—understandably—on SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), and SDG 3 (Good Health and Well-being), followed by the others.

To manage sustainability matters and create synergies across its organizational units, Fameccanica has pursued brainstorming, mapping, and continuous monitoring of ESG initiatives through its cross-functional Sustainability Team.

One output of the Sustainability Team is a mapping of the ESG topics relevant to Fameccanica, linked to the potential contribution they can make to each SDG and to the organizational areas involved. This mapping is an important starting point for any sustainability initiative and for building corporate culture and awareness of the SDGs and the tangible actions that can help achieve them.

The Sustainability Team's work led to the drafting of a proposed sustainability roadmap, submitted to the Leadership Team for its input. During 2025, this roadmap was updated, and the initiatives relating to each company function were mapped.

At present, the governing body has not granted any express delegation on ESG matters.

ESG TOPICS	AREA/FUNCTION INVOLVED	SDGs
Diversity, Inclusion, Gender Equality & Education	HR & Organization	3, 4, 5, 10
Employee Mobility: Business Travel & Employee Commuting	HR & Organization	11, 13
Health, Safety & Environment	HS&E	3, 6, 8, 13, 14, 15
Energy, Buildings & Utilities Aspects	Shared Services	12
Green/Sustainable Procurement	Procurement	13
Value Chain (Transportation & Distribution)	Logistics	9, 12, 16, 17
Sustainable Business Model: ESG Identity/Corporate Purpose, Strategy	Business Development	6, 7, 12, 13, 14, 15
Process & Production Aspects	Operations	8, 12
Sustainable Product & Marketing Aspects	Marketing/Sales	9, 12
Sustainable Design	R&D/Engineering	9, 12
Testing/Production Aspects	Engineering	8, 9, 12
Digital Factory	ICT/Business Development	9, 12
Communication Aspects (Initiatives, Community, Reporting, etc.)	Communication	11, 16, 17
Sustainable Finance & Corporate Economic Governance	Finance	16, 17
Legal Affairs & Corporate	Legal	16, 17

OTHER SUSTAINABILITY INITIATIVES

In addition to the project mentioned previously, in recent years Fameccanica has undertaken further sustainability initiatives, extending its commitment to various areas of the organization. These activities spanned company functions company-wide, helping to embed sustainability principles into internal processes, corporate culture, and stakeholder relationships. The measures included, among others, improving energy efficiency, reducing waste, adopting circular-economy practices, developing training programs, and strengthening inclusion policies, with the aim of driving continuous progress toward an increasingly responsible, long-term business model.

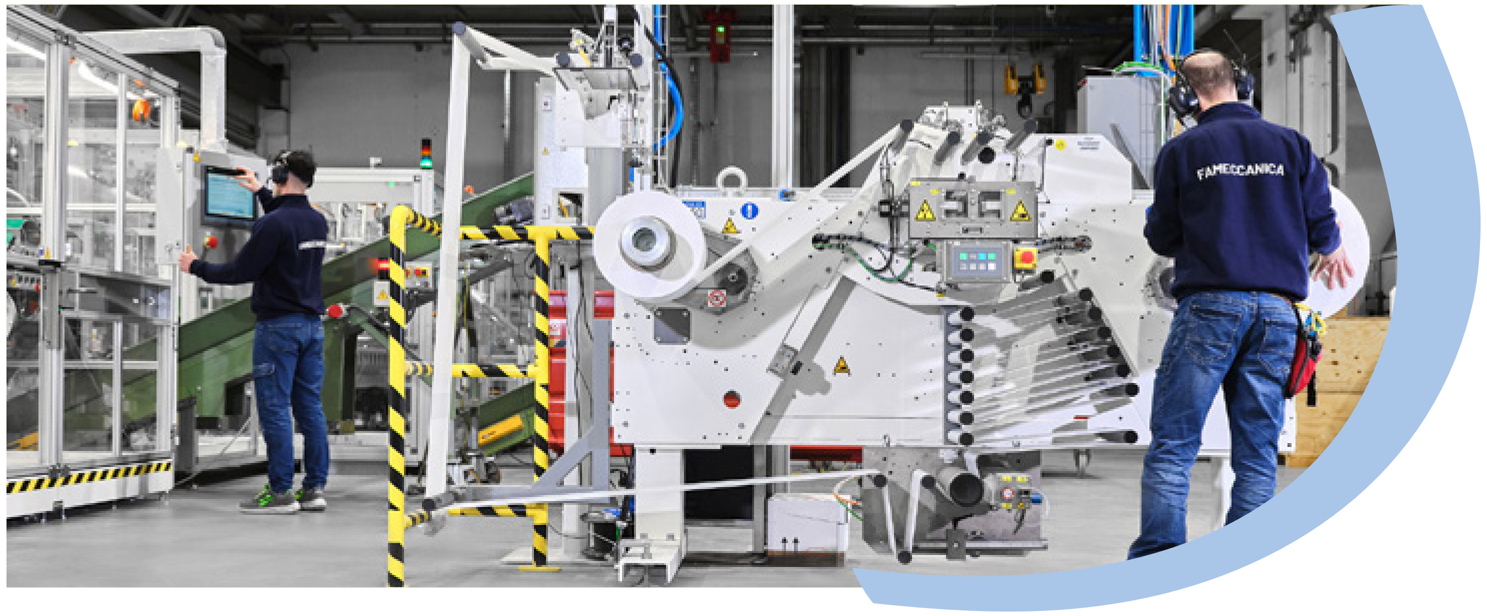
- **Production** (for example: Server 2.0, Digital Factory, Digital & IoT apps, Service 2.0, machine fleet upgrades);
- **Procurement** (for example: Codes of Conduct, Sustainable Procurement training for buyers, EcoVadis supplier invitations);
- **HR & Organization** (for example, work-life balance, smart working, career guidance and collaborative development, TecnicaMente, PCTO, Tech in Class, Think Tech);
- **HS&E (Health, Safety & Environment)** (for example: waste management, seismic-retrofit work, improvements to on-site traffic flow, equipment, and PPE);
- **R&D/Engineering** (for example: Battery Laser Notching);
- **Shared Services/Energy** (for example: bringing warehousing in-house, replacing hydraulic-filter pumps, digitalizing plant systems).

The expected benefits of the initiatives described above span a wide range of positive impacts, including more efficient management of waste and space, reduced plastic use and resource waste, and lower operating costs. These actions also help improve well-being and working conditions within the organization. Some of these measures are explored in more detail in the dedicated sections and chapters of this Sustainability Report.

Fameccanica is a member of Confindustria Abruzzo Medio Adriatico and UCIMA, the national trade association that brings together, represents, and supports Italian manufacturers of packaging and wrapping machinery.

The Company also belongs to several other professional trade associations, including:

- **Sustainability Makers:** an Italian association that brings together professionals from companies and organizations with a strong commitment to sustainability to develop strategies and projects.
- **AIAS (Italian Association for Environment and Safety):** the leading organization in Italy for professionals and companies committed to protecting health, workplace safety, and environmental sustainability.
- **ASSIDAL (Italian Employers' Association for Work Activities):** an association that represents and supports employers in matters of occupational health and safety, environmental protection, and business management.
- **Digital Industries World:** a global network that supports digital transformation in the industrial sector.
- **A3:** North America's largest automation trade association, representing organizations active in robotics, artificial intelligence, machine vision and imaging, motion and motor control, and related automation technologies.
- **UpCell:** an organization focused on growth and innovation in the global battery-manufacturing industry.



3. Governance

The Corporate Governance Model

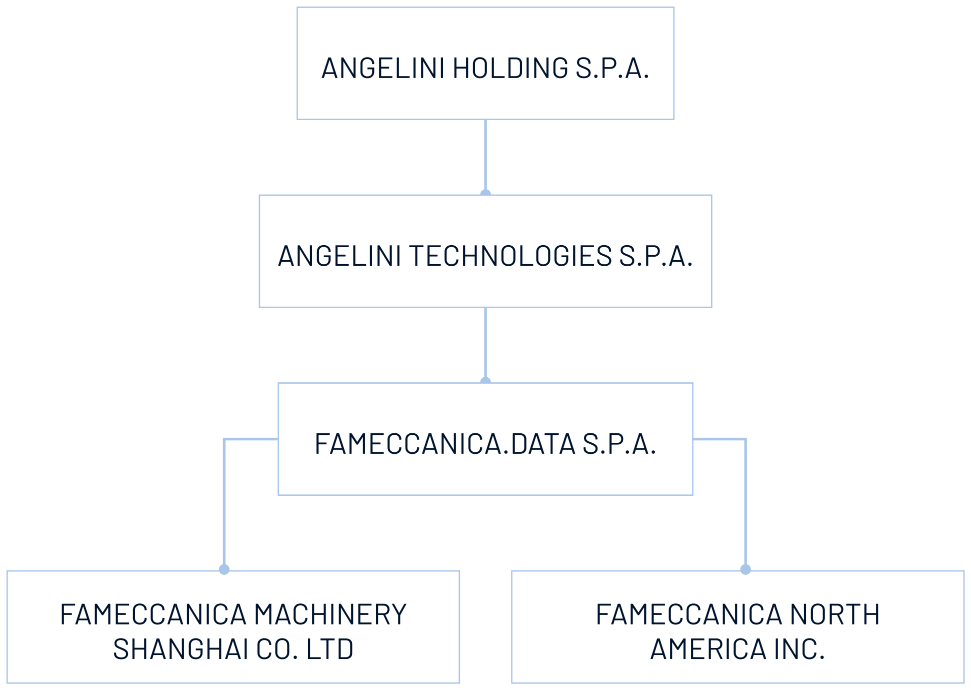
The Angelini Technologies S.p.A. division, 100% controlled by Angelini Holding S.p.A.—the company at the head of the multinational Angelini Industries group—comprises the single-member company Fameccanica.Data S.p.A. and its two subsidiaries, Fameccanica Machinery Shanghai Co. Ltd and Fameccanica North America Inc., both 100% owned. The single-member company Fameccanica.Data S.p.A. is subject to the direction and coordination of Angelini Holding S.p.A.

The Corporate Governance Model adopted by Angelini Technologies S.p.A. is aligned with market best practices and draws on the **Angelini Industries Governance Model**, which is founded on the highest standards of transparency and propriety in managing the business and in dealings with stakeholders.

The Board of Directors and the Board of Statutory Auditors ensure the quality and accuracy of the information disclosed to third parties, reported both in the consolidated Sustainability Report of Angelini Industries and in this Sustainability Report [12].

In addition to serving as an essential tool for the effective management and control of business activities, Angelini Technologies S.p.A.'s corporate governance system is geared toward creating value for shareholders, ensuring economic and financial stability, controlling risks, and maintaining transparency toward stakeholders and the market.

[12] This Sustainability Report was approved by the Angelini Technologies Board of Directors on July 29, 2026, in accordance with the Intercompany Procedure - Management of the Process for Preparing and Publishing the 2024 Sustainability Reports and Profiles, approved on March 13, 2025.The reporting process is coordinated by the Sustainability Team, and its results are shared periodically with the Leadership Team.



CORPORATE BODIES – ANGELINI TECHNOLOGIES S.P.A.

The Board of Directors is the body responsible for managing both the ordinary and extraordinary activities of the Company, except for those transactions that, by law or under the Articles of Association, fall to the Shareholders' Meeting; Within the scope of their delegated powers, the CEO serves as the Company's legal representative.

The members of the **Board of Directors (BoD)** are selected through nomination and subsequent appointment by resolution of the Shareholders' Meeting [13]. This body comprises one executive member and two non-executive members [14], as described in the table below.

Angelini Technologies S.p.A. Board of Directors as of December 31, 2025	Gender	Age range	Role
Massimo Marin	Male	30-50	Director
Luigi De Vito	Male	>50	CEO
Sergio Marullo di Condojanni [15]	Male	30-50	Chairman

The **Board of Statutory** Auditors, made up of three standing auditors and two alternate auditors, is tasked with monitoring the directors' work and ensuring that the Company is managed in compliance with applicable law and its deed of incorporation.

Angelini Technologies S.p.A. Board of Statutory Auditors as of December 31, 2025	Gender	Age range	Role
Riccardo Tiscini	Male	>50	Standing Statutory Auditor – Chairman
Laura Martiniello	Female	30-50	Standing Statutory Auditor
Lorenzo Barbone	Male	>50	Standing Statutory Auditor
Simone Scettri	Male	>50	Alternate Statutory Auditor
Nicoletta Mazzitelli	Female	>50	Alternate Statutory Auditor

[13] Under the Italian Civil Code, the Company is not required to establish internal board committees.

[14] The members of the Company's Board of Directors are all employees of the Angelini Industries group; for this reason, independence criteria do not apply. These members hold office for the period established by the shareholders' resolution of appointment, up to a maximum of three financial years, as provided for by the Company's Articles of Association. Their terms therefore expire on the date of the meeting convened to approve the financial statements for the final financial year of their term, without prejudice to the grounds for termination and forfeiture provided for by law and by the Articles of Association.

[15] The Chairman of the Board of Directors is not a Company executive.

CORPORATE BODIES – FAMECCANICA.DATA S.P.A.

The Board of Directors, the Board of Statutory Auditors, the Supervisory Body, and the external audit firm ensure the quality and accuracy of the information disclosed to third parties, reported both in the consolidated Sustainability Report of Angelini Industries and in this Sustainability Report.

The members of the **Board of Directors (BoD)** are selected through nomination and subsequent appointment by resolution of the Shareholders' Meeting [16]. This body comprises one executive member and two non-executive members [17], as described in the table below.

Fameccanica.Data S.p.A. Board of Directors as of December 31, 2025	Gender	Age range	Role
Francesco D'Aponte	Male	> 50	Director
Luigi De Vito	Male	> 50	CEO
Sergio Marullo di Condojanni	Male	30-50	Chairman

The **Board of Statutory** Auditors, made up of three standing auditors and two alternate auditors, is tasked with monitoring the directors' work and ensuring that the Company is managed in compliance with applicable law and its deed of incorporation.

Fameccanica.Data S.p.A. Board of Statutory Auditors as of December 31, 2025	Gender	Age range	Role
Riccardo Tiscini	Male	> 50	Standing Statutory Auditor – Chairman
Marco Mignani	Male	> 50	Standing Statutory Auditor
Lorenzo Barbone	Male	> 50	Standing Statutory Auditor
Simone Scettri	Male	> 50	Alternate Statutory Auditor
Nicoletta Mazzitelli	Female	> 50	Alternate Statutory Auditor

The Supervisory Body (OdV) is responsible for periodically monitoring and assessing the effectiveness of the Company's Organization, Management and Control Model, updating it in response to any regulatory or organizational changes.

Fameccanica.Data S.p.A. Supervisory Body as of December 31, 2025	Gender	Age range	Role
Daniele Del Monaco	Male	> 50	Standing Member
Luigi Fischetti	Male	> 50	Standing Member – Chairman
Giovanni Battista Calì	Male	> 50	Standing Member

[16] Under the Italian Civil Code, the Company is not required to establish internal board committees.

[17] The members of the Company's Board of Directors are all employees of the Angelini Industries group; for this reason, independence criteria do not apply. These members hold office for the period established by the shareholders' resolution of appointment, up to a maximum of three financial years, as provided for by the Company's Articles of Association. Their terms therefore expire on the date of the meeting convened to approve the financial statements for the final financial year of their term, without prejudice to the grounds for termination and forfeiture provided for by law and by the Articles of Association.

Fameccanica.Data S.p.A. Leadership Team

In addition to its management and supervisory bodies, the Company relies on a Leadership Team made up of the senior heads of its various company functions, as shown in the table. This team plays a strategic role, ensuring effective coordination across the various operational areas and contributing to the implementation of decisions and the definition of corporate direction.

[18] The Leadership Team as of December 31, 2025 is shown in the appendix.

Leadership Team as of June 30, 2026 [18]	Gender	Age range	Role
Luigi De Vito	Male	> 50	CEO
Andrea Forzenigo	Male	> 50	Chief Operating Officer
Massimiliano Cattani	Male	> 50	Chief Commercial Officer
Gianluca Rossi	Male	30-50	Head of Global Communication
Francesco D'Aponte	Male	> 50	Chief Technology Officer
Giovanni De Deo	Male	30-50	Group Chief Financial Officer
Fabio La Cava	Male	> 50	Chief HR & Organization Officer
Paola Olivieri	Female	30-50	Head of Business Development & Strategy
Nicola Ranalli	Male	> 50	Head of Legal Affairs
Nicola Zampognaro	Male	30-50	General Manager FNA
Francesco Scarrico	Male	> 50	Global IT Director

Sustainability Induction

In 2025, Fameccanica.Data S.p.A. continued its ESG training program, building on the initiative launched in 2023. The program once again involved members of the Board of Directors and the Leadership Team, with refresher sessions designed to strengthen their skills in sustainability governance.
The focus was on the evolution of the European regulatory framework and the strategic integration of ESG factors into business management, with particular attention to their impact on long-term value and competitiveness. The training explored the new requirements of the **CSRD** and the **ESRS**, the **double-materiality** approach, the growing importance of forward-looking information, and updates concerning the EU Taxonomy, **the Sustainable Finance Action Plan**, and the **SFDR**.
These training activities offered a valuable opportunity to share tools and perspectives in support of an increasingly resilient, innovative, and transparent business model, in line with the expectations of stakeholders, financial institutions, customers, and rating agencies.

CORPORATE GOVERNANCE

Within the Angelini Technologies S.p.A. division, the subsidiary Fameccanica.Data S.p.A. has a Legal Affairs function that plays a key role in regulatory oversight, ensuring the achievement of priority objectives and the development of sound governance and a corporate culture grounded in legality, transparency, traceability, fairness, corruption prevention, and the protection of fundamental rights.

To this end, the function ensures compliance through:

- the adoption, monitoring, and ongoing updating of the principal internal governance instruments, such as **the Organization, Management and Control Model pursuant to Legislative Decree 231/2001 (OMCM) and the Company Code of Ethics**. The new OMCM was approved by the Board of Directors of Fameccanica.Data S.p.A. on December 17, 2025;
- ensuring that the processing of personal data—whether of employees, customers, or suppliers—is carried out according to the principles of lawfulness, fairness, and transparency. Privacy compliance is safeguarded not only by observing the regulations and measures of the competent authorities, but also through the adoption of a dedicated **Privacy Organizational Model (MOP)** [19], updated in December 2025.

During 2025, no breaches of customer privacy were reported, and there were no incidents involving the loss, theft, or improper disclosure of personal data.

[19] Through this document, the Company sets out corporate strategies, general guidelines, and internal operating provisions, as well as the roles, tasks, and responsibilities required for the proper management of personal data protection within the company, in accordance with applicable privacy legislation.

The Internal Control and Risk Management System

Fameccanica.Data S.p.A.'s Internal Control and Risk Management System, which forms part of the Company's Corporate Governance Model, comprises a set of people, tools, organizational structures, rules, and business practices, all aimed at ensuring that the business is managed in line with corporate objectives.

The Company is firmly committed to promoting and strengthening a culture grounded in **integrity** and **propriety** in its day-to-day operations. Angelini Technologies S.p.A. operates in full compliance with applicable laws and regulations and ensures that the entire organization shares and adopts these principles.

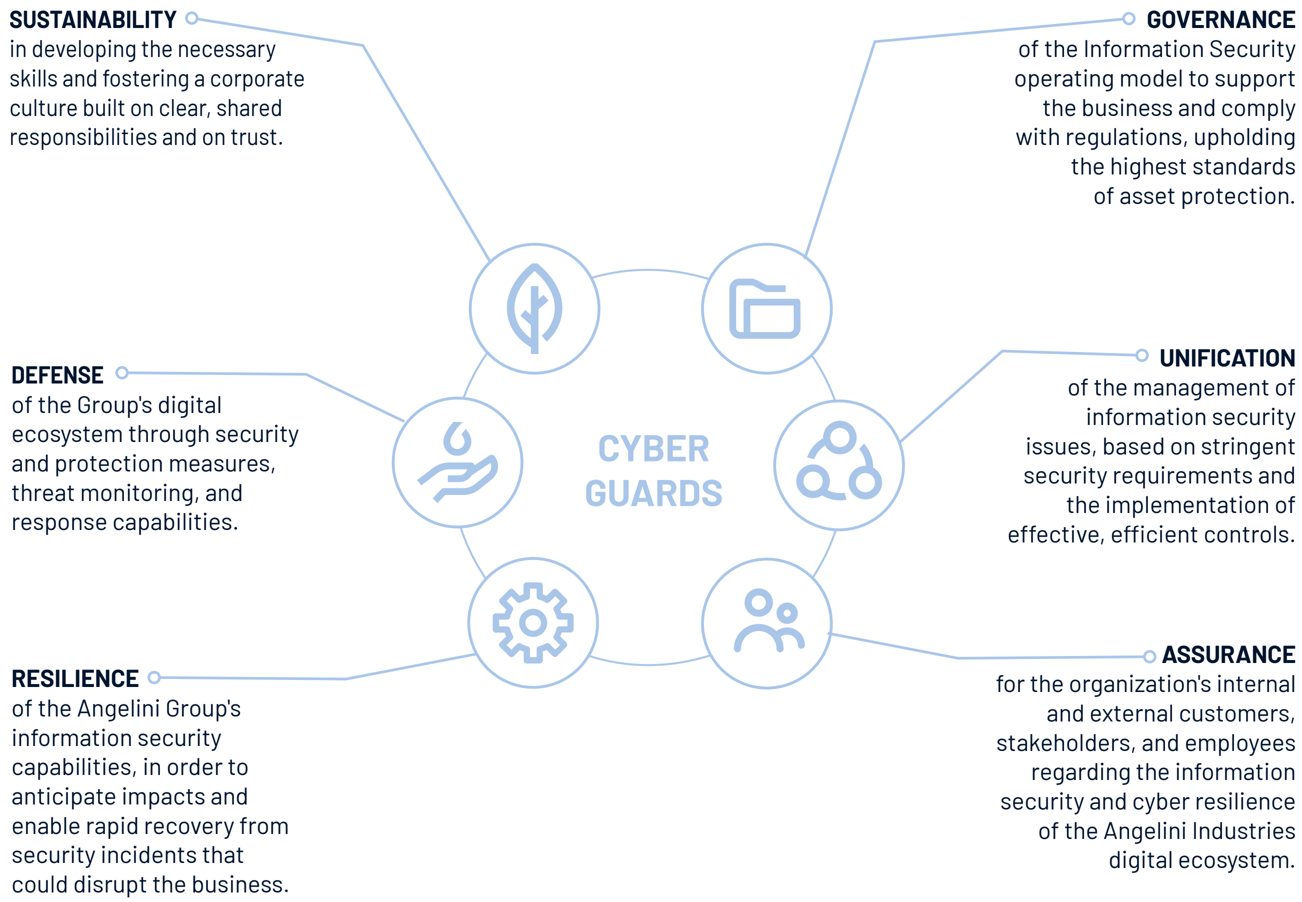
Aware of the importance of effectively preventing and managing the risks associated with its activities, the Company has implemented a range of measures to monitor and control factors that could have negative impacts, whether actual or potential.

Its approach to risk management is based on Angelini Industries' Internal Control and Risk Management System (ICRMS), which comprises a set of tools, standards, and rules applicable across the Group and designed to address the main business risks, such as privacy risk, cyber risk, reputational risk, and corruption risk.

PRIVACY RISK

As noted above, Fameccanica.Data S.p.A. has adopted a dedicated **MOP** that clearly defines the roles and responsibilities of everyone involved in the processing of **personal data**. This model also establishes the general principles and operating procedures to be followed during processing activities, as well as the systems and processes needed to ensure the effectiveness and efficiency of the privacy management system.

As a complement to this model, the Company maintains and periodically updates the **Electronic Register of Data Processing Activities**, in line with the **requirements of European Regulation 2016/679**, which is an essential component of the Company's compliance in protecting and properly managing personal data.



CYBER RISK

In accordance with Angelini Industries group standards, the Company gives the highest priority to information security and works continuously to manage the associated 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, known as "Cyber GuardS," is built on the six pillars illustrated in the infographic.

Angelini Technologies' business, together with the sensitivity of the data it handles, exposes the organization to potential risks from cyberattacks. To mitigate these risks, Fameccanica.Data S.p.A. has implemented an Information Security Management System certified to the ISO/IEC 27001 standard. In 2025, Angelini Technologies S.p.A. successfully completed the recertification of the information security standard, confirming the soundness and effectiveness of the management system in place.

It should also be noted that, during 2025, preparations were made to activate an outsourced Security Operations Center (SOC), operating 24/7, to mitigate the impact of potential external cyberattacks.

Ethics and compliance

CODE OF ETHICS

For Angelini Technologies, the **Code of Ethics** is a fundamental point of reference for defining and communicating the values, principles, and responsibilities that the Angelini Industries group recognizes, shares, and undertakes to uphold. With this in mind, the Company formally adopted the Angelini Industries Code of Ethics by resolution of the Board of Directors, treating it in all respects as a binding corporate document for every function. The contents of the Code have been the subject of **dedicated training programs** for all Angelini Technologies staff, to ensure that it is fully understood and applied in day-to-day work.

ETHICS

Angelini Technologies' Code of Ethics is a guideline that shapes the Company's conduct in meeting the ethical and behavioral expectations of its stakeholders, including employees, the community, the market, civil society, and future generations. The Company bases its work on essential values such as honesty, propriety, integrity, legality, transparency, equity, responsibility, the fight against corruption, and putting people first—principles that form the foundation of business ethics and guide every decision and action.
In its Code of Ethics, the Company affirms its commitment to protecting the dignity, equality, and freedom of all people, as well as the cultural and physical integrity of the individual. Angelini Technologies S.p.A. promotes respect for differing views and for diversity, and does not tolerate any form of discrimination, whether direct or indirect, based on the age, gender, sexual orientation, gender identity, health status, race, ethnic origin, nationality, religious beliefs, or political opinions of the people it deals with.
Everyone who works at Angelini Technologies, regardless of their role, is required to fully embrace the contents of the Code of Ethics and integrate them into their daily activities. Upholding these principles is not only a moral duty; it is also a key element of the quality and reliability of one's work and professional performance.

Angelini Technologies recognizes the importance of conducting its business ethically and responsibly, respecting internationally recognized human rights across all its operations. The Company is aware of the importance of 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, the Company intends to focus on the risks that could have the most significant impact on the people involved in its activities, including employees, workers at its most important business partners, and local communities. The Company aims to continually update its policies to reflect changes in the external environment and in its own operations.

ORGANIZATION, MANAGEMENT AND CONTROL MODEL

The most recent update to Fameccanica.Data S.p.A.'s Organization, **Management and Control Model (OMCM)** dates to December 2025.

This update reflects the Company's determination to keep its control and management system fully aligned with current regulations and consistent with the Company's organizational and operational development.

Legislative **Decree 231/2001** introduced into Italian law the concept of the **administrative liability** of companies for certain offenses committed in the **interest or to the advantage** of the entity by individuals in senior positions or operating under the organization's direction and control (such as directors, employees, associates, agents, and consultants).
In this context, **the adoption and effective implementation of an Organization, Management and Control Model (OMCM)** can not only serve as a defense against liability for the company in relation to specific categories of offense, but also represent a **meaningful act of social responsibility.** Indeed, this model does more than protect the company from a legal standpoint; it also **fosters an ethical, transparent, and law-abiding** corporate environment, generating tangible **benefits for all stakeholders**: from shareholders to employees, from customers to suppliers, and on to creditors and the community as a whole. In short, it is a tool that promotes trust, sustainability, and long-term strength.

- **ongoing oversight by the Supervisory Body (OdV)**, which is responsible for monitoring compliance with, and the updating of, the Model;
- **the adoption of a system of sanctions**, both disciplinary and contractual, that ensures real, enforceable measures are applied in cases of non-compliant conduct, thereby underscoring the Company's genuine, operational commitment to preventing wrongdoing.

MANAGING CONFLICTS OF INTEREST

Fameccanica.Data S.p.A. mitigates potential conflict-of-interest situations by rigorously adopting and applying the procedures, systems, and organizational measures set out in the **OMCM** (Organization, Management and Control Model) and the **Code of Ethics**.

In addition, Fameccanica.Data S.p.A. has adopted a **procedure for managing conflicts of interest** that sets out the general, 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.

This procedure was established so that representatives, officers, and all those who work with the Company in any capacity (suppliers, consultants, partners, and others) conduct themselves lawfully, fairly, and transparently in carrying out their activities, in keeping with the values that guide the Group in pursuing its corporate purpose, in order to prevent the risk of unlawful acts or improper conduct.

In accordance with the procedure, the Board of Directors and management of Fameccanica.Data S.p.A. comply with the rules designed to ensure that all operations are carried out with **integrity, transparency, and propriety**, and they are committed to promoting and spreading an ethical, law-abiding corporate culture within the Company.

REPORTING MANAGEMENT SYSTEM (WHISTLEBLOWING)

Fameccanica.Data S.p.A. has implemented a whistleblowing system designed to allow suspected irregularities or wrongdoing to be reported—including anonymously. This system is governed by a dedicated procedure that clearly defines how reports are to be submitted and handled.

Specifically, the procedure has the following objectives:

- to provide precise operational guidance on the subject matter, content, recipients, and channels for submitting reports, as well as on the protections provided for whistleblowers, in line with current legislation;
- to govern how the validity of the reports received is verified, so that appropriate corrective and disciplinary measures can be taken where necessary.

The Company prohibits and condemns any form of retaliation or discrimination against anyone who submits a report, whether direct or indirect, that could adversely affect their working conditions. Any unjustified disciplinary action, and any other measure that worsens the whistleblower's working conditions, is considered retaliatory or discriminatory.

PREVENTION OF ACTIVE AND PASSIVE CORRUPTION

Fameccanica.Data S.p.A. has adopted a **Global Anti-Corruption Policy**. This document sets out the guiding principles and operating procedures to be followed to prevent incidents of corruption and to ensure conduct consistent with the Company's values.

To support implementation of the policy, a mandatory training **program has been established** for all staff, including members of the Board of Directors. The program includes updates on Legislative Decree 231/2001, the Anti-Corruption Policy itself, and the management of relationships with public officials. During the year, the policy was distributed to all employees and governing bodies, confirming the Group's commitment to a corporate culture built on **transparency, legality, and integrity**.

In the policy, the Group firmly condemns any abuse of power or of a position of trust for personal gain. Such conduct can take various unlawful forms, such as **fraud, extortion, or corruption**, and is considered unacceptable in all circumstances. The goal is to foster an ethical, responsible work environment that safeguards the trust of 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 standpoint, any process involving the outflow of financial resources from the Company must follow **formalized procedures** that ensure an adequate level of control. Specifically, the Company ensures:

- the **separation of duties** among those who make decisions, those who carry them out, and those who perform controls;
- **documentary traceability** of every relevant step;
- an adequate degree of **formalization** of decision-making processes.

As for communicating the **Global Anti-Corruption** Policy to third parties, compliance with it is required of suppliers as an obligation within Fameccanica. Data S.p.A.'s general purchasing conditions. The General Purchasing Conditions are submitted for each supplier's signature at the time of registration on the Company's portal. No supplier may perform services and/or supply goods to the Company until it has completed the registration process in that management system.

Finally, it should be noted **that no incidents of corruption occurred in the Angelini Technologies division or its subsidiary Fameccanica during the 2025 reporting period.**

CERTIFICATIONS AND BEST PRACTICES

The Company's respect and regard for everyone who comes into contact with Angelini Technologies, together with the recent demands of the global market, have led it over time to develop a heightened focus on the **environment, energy, occupational health and safety**, information security, **quality**, and **customer satisfaction**. In this regard, for its Italian operations the Company has voluntarily adopted and implemented management systems aligned with the relevant international **reference standards**, designed to monitor performance and to earn the corresponding certifications through periodic third-party audits carried out by accredited bodies; it has also adopted Group policies such as the Whistleblowing, Privacy, and Anti-Corruption policies and the Code of Ethics.

The certifications attest to the Company's commitment to quality, information security, environmental protection, and people's health and safety through energy-efficiency measures.

For its Italian operations, the Company has continued its **Management Systems Integration** initiative in order to avoid duplicating or overlapping procedures, create synergies among key management phases, and, finally, absorb existing activities that serve different purposes and can be reused, combined, and distributed throughout the integration process. The aim of all this is to **operate more effectively and efficiently** by adopting tools that help keep business processes and activities under control through an **Integrated Policy System l**inked to the relevant specific policies.

Integrated Policy System

In keeping with the principles of **Ethics & Responsibility, Innovation, Performance, and Engagement**, and in compliance with **ESG** (Environmental, Social, Governance) factors, Fameccanica.Data S.p.A. is committed to **creating value** and pursuing **continuous improvement** through an organized process for managing information security, promoting the quality of its products and services, safeguarding worker health and safety, and reducing environmental impacts and energy consumption.
In addition, in 2025 the Company continued to analyze the criteria for implementing the **Diversity, Equity & Inclusion** criteria and principles, in accordance with national and international standards.

Quality Management

The ISO 9001 standard sets out the requirements for building a Quality Management System and is the best-known and most widely used standard for ensuring the continuous improvement of the quality standards delivered. For 2025, the certification was maintained through the relevant third-party recertification audits.

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 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 five DMAIC phases: Define, Measure, Analyze, Implement, and Control.

Applied correctly, the methodology can thus deliver, on one hand, improved product or service quality by eliminating production defects and controlling issues related to the standard deviation of processes (Six Sigma) and, on the other, reduced waste, optimized resources, and value creation for the customer, as well as the maintenance of the quality level achieved, thanks to the concept of continuous improvement (Lean Production).

Information Security

In 2025, Fameccanica.Data S.p.A. confirmed its certification through a third-party recertification audit to the **ISO/IEC 27001** "Information Security Management" standard, demonstrating the Company's commitment to adopting international best practices in information security and to ensuring independent, qualified oversight by an accredited third-party body.

ISO/IEC 27001 and information security levels

The ISO 27001 standard includes specific controls (which may also address stakeholder-related aspects involving employees, suppliers, and customers), including human resources security, asset management, logical access control, encryption, physical and environmental security, operational security, communications security, application security management, relationships with suppliers involved in information security management, information security incident handling, regulatory compliance, and business continuity management.
Specifically, with regard to the information security process, the Company manages this area in the following ways:

- **employee training and engagement** (all employees take cybersecurity courses through an online security education platform and receive 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.

Protecting the environment and people

Fameccanica.Data S.p.A. has also maintained the following certifications through third-party surveillance audits:

- **ISO 45001 – Occupational Health and Safety:**

ISO 45001 is one of the most important international tools for managing occupational health and safety, with the ultimate goal of helping companies provide a healthy, safe working environment for their employees and for those who visit their sites;

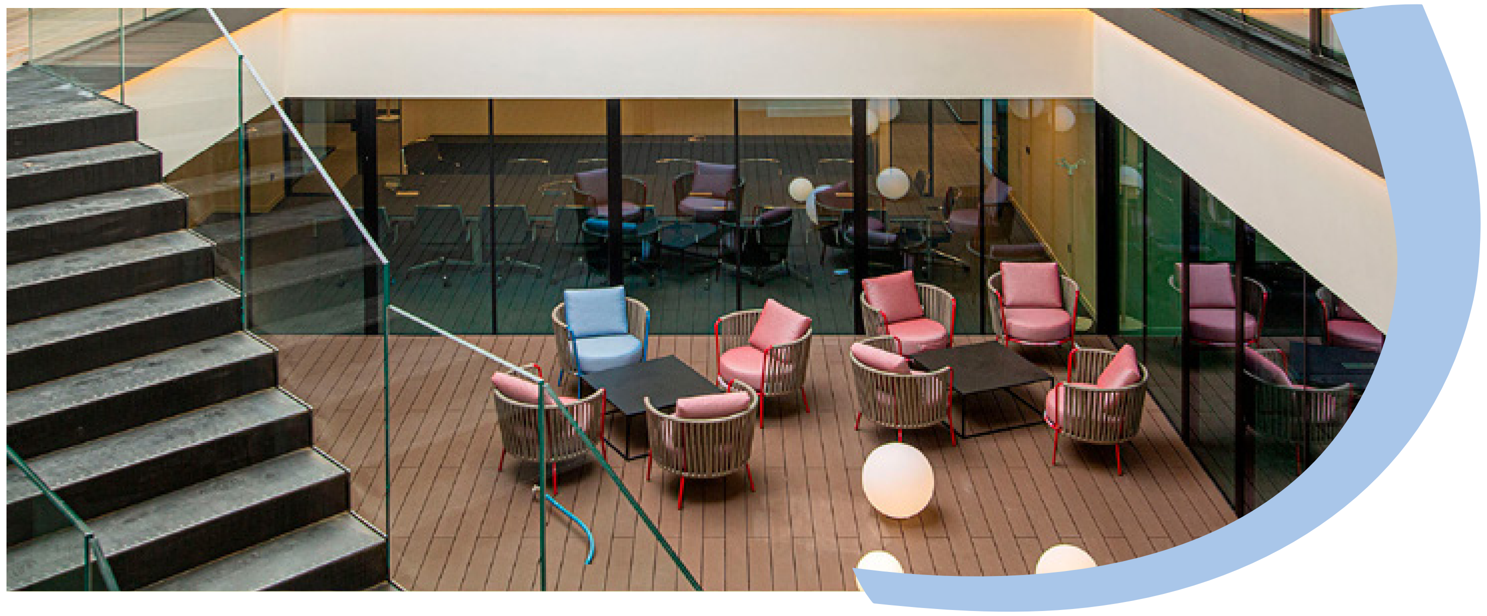
- **ISO 14001 – Environmental Management:**

ISO 14001 is the certified standard demonstrating that the Company has a management system capable of keeping the environmental impacts of its activities under control and systematically pursuing improvement in a consistent, effective, and sustainable way;

- **ISO 50001 – Energy Management:**

ISO 50001 certification sets out the requirements for establishing, implementing, maintaining, and improving an energy management system.

These certifications are an important recognition of the responsible, continuous-improvement-oriented approach that Fameccanica.Data S.p.A. takes to health, the **environment, and energy.**



AUTHORIZED ECONOMIC OPERATOR

Fameccanica.Data S.p.A. has been granted **Authorized Economic Operator (AEO) status for both customs simplifications (AEOC) and security (AEOS)**. The AEO concept is based on internationally recognized standards and is a partnership program among customs authorities, the European organization, and trading companies. This status is recognized across the 27 member countries of the European Union.

AEO (Authorized Economic Operator) status certifies a given entity's proven reliability vis-à-vis customs authorities and is part of the new digitalization procedures governing relations between private parties and the authorities responsible for oversight in international trade.

The resulting benefits are as follows: fewer security checks, priority in customs clearance, a business continuity mechanism, and access to a faster, more reliable supply chain. In addition to the benefits listed above, AEO-authorized companies also enjoy a preferential channel in all countries where mutual recognition of AEO status has already been extended: Norway, Switzerland, Japan, Andorra, the United States, and China.

To this end, the Company submits the self-monitoring form each year to maintain the certification, as required by the applicable provisions.

ECOVADIS (SUSTAINABILITY RATING)

In a global context increasingly geared toward developing and adopting sustainable practices—aimed at generating value while minimizing environmental impacts and meeting social needs—compliance with international standards and eco-sustainability principles plays a crucial role and represents a competitive advantage.

A growing number of companies require their suppliers to meet specific ethical and sustainability requirements as part of value-chain mapping, thereby moving toward a sustainable business model that involves the proactive management of multiple stakeholders and planning over a medium- to long-term horizon.

EcoVadis is one of the most influential international platforms in the field of sustainability ratings, assigning a score that reflects a company's commitment to sustainability. It does so by analyzing policies, initiatives, and results, thereby ensuring transparency for an audience increasingly attentive to the sustainability of its supply chains.
EcoVadis is one of the largest global providers of environmental sustainability ratings, with more than 150,000 companies, and offers solutions for the continuous monitoring and optimization of the sustainability journey of supply chains worldwide. The assessment model—based on internationally recognized standards such as **GRI** (Global Reporting Initiative), the **UNGC** (UN Global Compact), and **ISO 26000** (Guidance on Social Responsibility), and overseen by an international scientific committee—uses a questionnaire to evaluate a supplier's performance across the following four broad areas: **Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.**

Ever attentive to ESG issues, Angelini Technologies achieved an outstanding result in the EcoVadis corporate sustainability assessment for the Italian operations of its subsidiary Fameccanica.Data S.p.A., earning the **Gold Medal**, ranking among the top **5% of companies assessed worldwide** and placing in the top **1% of best-performing companies in the sector** assessed.

SMETA/SEDEX

In the early months of 2026, Angelini Technologies—through its Italian subsidiary Fameccanica.Data S.p.A.—also successfully underwent an external Sedex/SMETA (Sedex Members Ethical Trade Audit) audit, which focused on the Labor Standards, Health and Safety, Environment, and Business Ethics pillars.

4. Innovation and Digitalization

Approach to Innovation

For Angelini Technologies, innovation means tackling complex challenges with a broad vision, advanced tools, and solutions that push beyond the traditional limits of design. This approach is an integral part of the company's strategy and rests on three core pillars: investment in cutting-edge technologies, in-house skills development, and digital integration.

RECOGNIZED AND PATENTED INNOVATION

In recent years, the Company has been recognized as one of the most innovative companies in Italy for the number of patents registered with the EPO. The Company currently holds more than **1,250 active patents**, covering more than **250 distinct inventions**.

1,250
PATENTS FOR
250
INVENTIONS

Innovation Is Also Sustainability

LIFE ALL-IN Project

In recent years, Fameccanica.Data S.p.A. has launched numerous national and international projects, backed by strategic investments aimed at adopting advanced technologies and strengthening the skills of the R&D team.

One standout is **LIFE ALL-IN**, an initiative under the European LIFE program that introduces an innovative, sustainable process able, for the first time, to integrate on a single machine both the production of **AHP (Absorbent Hygiene Products)** and the in-line processing of raw materials usually handled offline.

This three-year project led to the development of solutions that optimize the production chain by integrating advanced systems with existing technologies. Some of these processes, refined through 2025, are still in use in the R&D division for customer demonstrations and for producing samples—such as the 3D topsheet—that have received positive feedback. In many cases, it was also possible to test compatibility with materials supplied directly by customers.

Although formally concluded in 2024, the project will remain active until 2027 to allow for further testing and the development of products based on these new processes.

The environmental results are already tangible: an **8% reduction in raw material consumption**, a **10% cut in CO_2 emissions**, and a significant **decrease in waste**, as certified by the LCA analysis.

From a social and economic standpoint, LIFE ALL-IN has strengthened the competitiveness of industry operators, particularly SMEs, through more efficient and eco-friendly production lines.

Greenpackt®

Greenpackt® is a packaging system for single-dose detergents developed over more than two years of Research and Development. The technology integrates proprietary packaging processes and solutions and delivers high production performance (up to 100 packs/minute).

The system is designed to support the use of a range of materials—including recyclable, biodegradable, or non-fossil-based materials—depending on application and regulatory requirements. The system integrates production and filling into a single automated line, helping to streamline operations while ensuring compatibility with modern automated logistics systems.

S15: technological innovation for production

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

In line with its values and its commitment to innovation, the Company has designed and patented the **S15 technology platform**, an advanced solution for producing single-dose detergent capsules. This platform integrates a **robotic tracking-dosing system** that optimizes raw material use and ensures efficient, sustainable use of the product. Adopting this technology significantly reduces waste, speeds up production processes, and ensures high quality standards for the final product. The platform will be developed further during 2026, with projects dedicated to improving performance and introducing powder dosing.

Automation and Robotics

Industrial robotics enables Angelini Technologies to offer its partners greater flexibility and operational excellence: we design technologies and build solutions for the management, recognition, and automated handling of packages for e-commerce logistics and for 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 in support of robotics—such as computer vision, artificial intelligence, data science, IoT (Internet of Things), the digital twin, and sensors—Angelini Technologies develops efficient production systems that collaborate with people. Its distinctive value lies in approaching robotics as an open system, enriched by the expertise of a network of top-tier technology and science partners, transforming robotics from a simple commodity into a fully integrated industrial process.
This approach makes it possible to create fast, precise, integrated, and modular solutions. Beyond the technologies, it is skills and talent that drive the Division's innovation, aimed at improving quality of life, society, and the environment for the well-being of present and future generations.

Battery Technology

Amid evolving industrial markets, Angelini Technologies has embarked on a path of technological diversification, leveraging the expertise it has developed in Hygiene Converting. This experience supported its entry into the battery sector through research and development aimed at adapting its know-how to new materials and production processes.
The Company has developed laser notching solutions capable of operating at speeds of up to 150 m/min, with high levels of precision and process quality.
The proposed technologies are intended for applications in batteries for electric mobility and for energy storage systems (BESS). Integrating automation and remote-maintenance solutions also helps customers manage and optimize their production processes.
Angelini Technologies is also expanding its offering by developing technologies for cell stacking and tab welding, with the aim of consolidating its presence in the battery value chain and supporting the sector's evolution.

Trade Fairs 2025

In 2025, Angelini Technologies took part in major international trade fairs dedicated to Converting, Automation and Robotics, and Batteries—the sectors in which the Company operates. By presenting technological solutions within a strategic business setting, it was able to engage with global partners and customers, further strengthening its position as a leading player. Specifically:

Trade fairs dedicated to Automation and Robotics:
- **Promat** (United States)

Trade fairs dedicated to Converting:
- **CIDPEX** (China)
- **IDEA** (United States)

Trade fairs dedicated to Battery Technology:
- **The Battery Show Europe** (Germany)
- **The Battery Show North America (United States),** in collaboration with Siemens.

The Digital Transition

Angelini Technologies strengthens its business performance through a sound digital strategy that expresses its innovative identity. The Company stands out for its continual pursuit of advanced solutions and its ability to combine customization and technology, providing support throughout the entire product life cycle.

This vision takes shape in targeted investments in smart technologies, the **digitalization of processes**, and the development of tools to support production activities. Entering the Digital Industries World confirms the Company's standing as an organization strongly focused on innovation and digital transformation.

DIGITALIZATION OF PROCESSES AND MYFAMECCANICA

One of the main goals is to improve production-line efficiency, achieved by embedding digitalization in the plants, using data in industrial processes, and developing platforms such as **MyFameccanica**. MyFameccanica is the cornerstone of the Company's technological evolution, offering unified access to digital services designed around customers' specific needs and their level of digital maturity.

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

In 2025, the platform was given a graphic **redesign as part of the corporate rebranding**, 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 ongoing feedback monitoring to guide future updates.

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

5. People

Personnel management policies and model

People are at the heart of Angelini Technologies. Success in this industry depends on the talent, dedication, skills, and performance of our people, as well as on the excellence of our leadership. For this reason, we support their growth by nurturing passion, determination, and intellectual curiosity—fundamental qualities that are a genuine asset and a strategic competitive advantage.

Angelini Technologies has always fostered the full expression of its people's potential, encouraging their professional growth and creating a stimulating, dynamic environment. Aware that the Company's success depends also—and above all—on the quality of the people who are part of it, the Company today strives to:

- **develop the skills** of its employees to support their personal and professional growth;
- **ensure equal opportunities for all people** in employment and career advancement, respecting diversity and drawing value from differences;
- **apply principles of meritocracy** in selection processes and in the management and development of personnel;
- **promote occupational health and safety** through risk mitigation and the adoption of responsible behaviors;
- **contribute to people's physical and mental well-being** by supporting work-life balance.

The people who work at Angelini Technologies therefore represent a key stakeholder that the Company is committed to protecting and engaging, with the aim of fostering the constant exchange of information, the sharing of know-how, and the development of constructive relationships.

COMPOSITION AND CHARACTERISTICS

As of December 31, 2025, the workforce of the Angelini Technologies division—including the subsidiary Fameccanica and the companies in Italy and abroad—totaled **624 employees**, roughly **86%** of whom **work in Italy**. In keeping with its corporate values and the Angelini Industries Group Code of Ethics, Angelini Technologies is committed to ensuring stability and continuity of employment for its employees. Indeed, **100%** of the workforce is employed on **open-ended** (permanent) contracts, and 99% hold **full-time** contracts [20].

In addition to relying on its own employees, Angelini Technologies draws on **external contractors** to perform certain tasks. In the most recent reporting period, these resources increased significantly—driven mainly by the Italian site—rising from 56 to 94 [21].

About **64%** of these resources fall into the office-staff (white-collar) **category** and **21%** into the production-worker (blue-collar) category; lastly, middle managers and executives account for 10% and 3% of employees, respectively. The higher number of **male staff** is in line with sector averages, in which men have traditionally been employed more than women, especially in production roles. Equal treatment of workers of both genders is, in any case, a fundamental value for Angelini Technologies, which works actively to ensure equal opportunities for all staff and to guarantee the fullest possible inclusion within the Company.

Looking at how employees are distributed across the three age brackets considered, the picture varies significantly by job classification. As shown in the table in the appendix, **60% of the workforce is between 30 and 50 years old**, while those over 50 account for almost 34% of the workforce.

In the last fiscal year, Angelini Technologies employed **29 people from protected categories**, thereby offering real opportunities for stable employment.

[20] The calculation used the "annual average number of employees" method: adding 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.

[21] At the Italian site, workers who are not employees belong to the following categories: school-to-work programs, interns, and temporary agency workers. For the foreign subsidiaries, workers who are not employees consist mainly of mechanical and technical assembly operators. The calculation used the "annual average number of non-employees" method: adding the total number of non-employees (headcount) at the end of each month and dividing the result by the 12 months that make up the reporting period.

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

During 2025, Fameccanica.Data S.p.A. hired 37 new employees (9 women and 28 men), for a hiring rate of 6%. The termination rate, driven by the departure of 64 people, stood at 10%.

DIVERSITY, EQUITY, AND INCLUSION

Valuing diversity is one of Angelini Technologies' founding principles; the Company works every day to promote an inclusive workplace where everyone can freely express their identity. This commitment translates into tangible measures that put the individual at the center and encourage active listening to individual needs.

29

EMPLOYEES FROM PROTECTED CATEGORIES

The actions already implemented include:

- respect for **workers' rights**, in compliance with national and international regulations;
- selection, training, and development policies grounded in **equal opportunity**—not only in terms of gender;
- support for **work-life balance** through maternity, paternity, family, and health leave, flexible hours, and part-time options—even beyond what collective bargaining agreements and current legislation require;
- the adoption of **remote working** (smart working) and **flexible** start times as tools for a better work-life balance;
- adapting working conditions through dedicated shifts based on personal needs;
- collaboration with local **volunteer** organizations;
- **benefits** to support parenthood, such as the free supply of diapers for the first two years after a child's birth;
- the free distribution of **feminine hygiene products**;
- the award of **scholarships** to employees' children who excel academically, in line with Group policies (the "Francesco Angelini Scholarship").

It should also be noted that, during the reporting period, **no incidents of discrimination** occurred at Angelini Technologies S.p.A. or its subsidiaries.

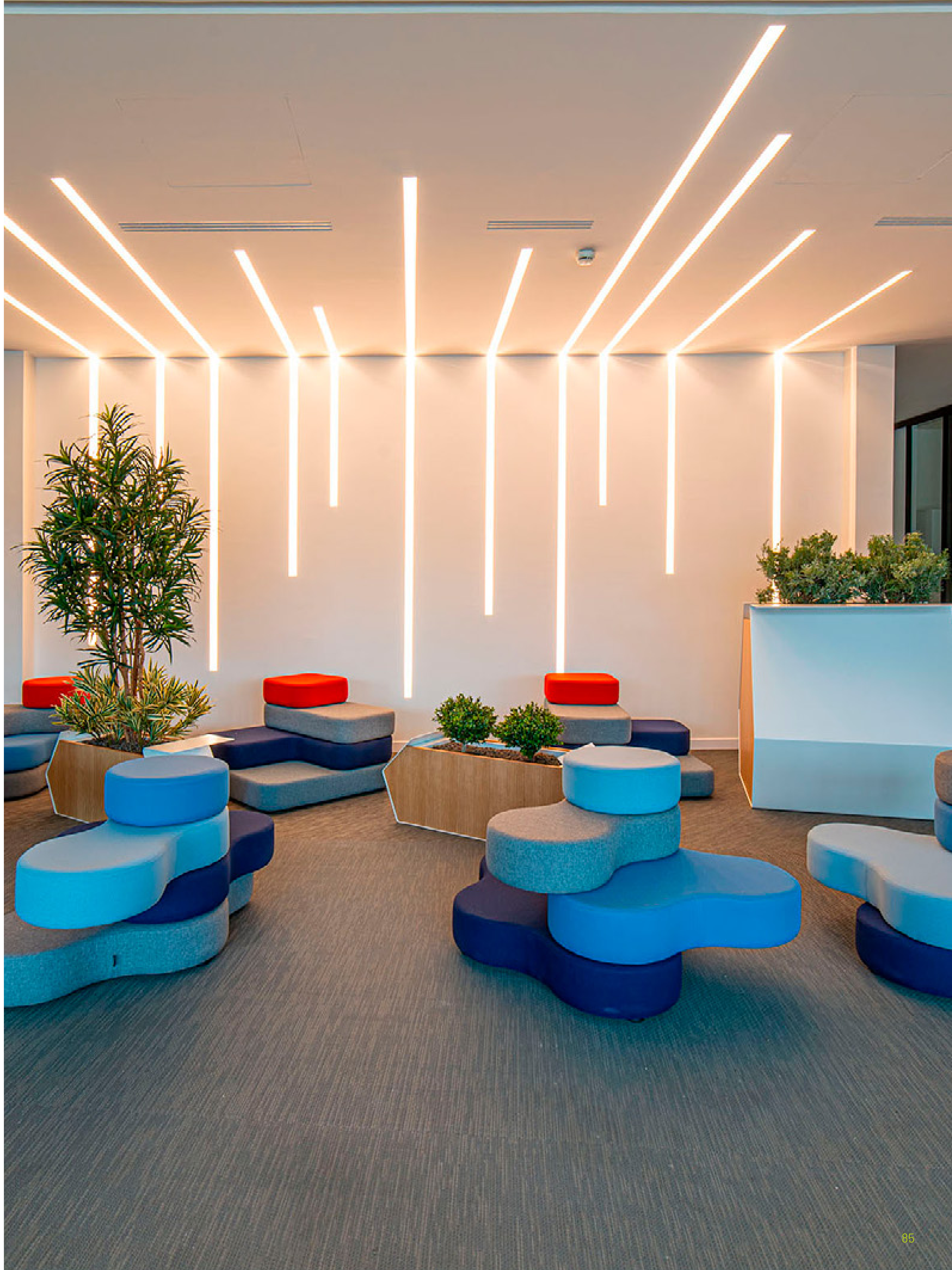
SELECTION POLICIES

Angelini Technologies' selection process is based on a careful analysis of **organizational needs** and an in-depth assessment of **professional profiles**, with the aim of identifying candidates who have the required technical skills and values aligned with those the Company promotes. Through structured **talent-scouting** activities, the organization seeks to attract and develop new talent, taking a long-term strategic perspective that supports the efficient management of company processes and dynamics.

The search, selection, and onboarding of new hires are carried out in full compliance with the principles **of fairness, transparency, and impartiality**, ensuring an objective, non-discriminatory assessment. The hiring of minors is excluded, except for specific training programs carried out in collaboration with schools and in compliance with current regulations.

The entire selection process is geared toward one priority objective: **to ensure operational continuity** and **strengthen the organization** by bringing in people with the technical and interpersonal skills suited to the role and to the corporate culture. The process is distinguished by: an objective, structured approach designed to reduce subjectivity; the adoption of meritocratic, inclusive, and fair criteria.

In line with the company **Code of Ethics**, hiring is based solely on the match between the role's requirements and the candidate's profile. The selection process is conducted in full compliance with transparent and impartial criteria, excluding any form of discrimination, favoritism, nepotism, or cronyism. This is ensured through a multi-stage process involving several evaluators, a range of assessment tools, clear communication of role expectations, and the provision of accurate feedback.



Health and Safety

For its Italian subsidiary Fameccanica.Data S.p.A., Angelini Technologies voluntarily adopted—several years ago—an **Occupational Health and Safety Management System** certified to the international **ISO 45001** standard, which complies with the relevant regulatory standards and aligns with Article **30 of Legislative Decree 81/2008** on organizational and management models. This system—made up of procedures, rules, and models shared across the entire organization—undergoes annual verification audits conducted by an accredited third-party body, which certifies its suitability and adequacy.

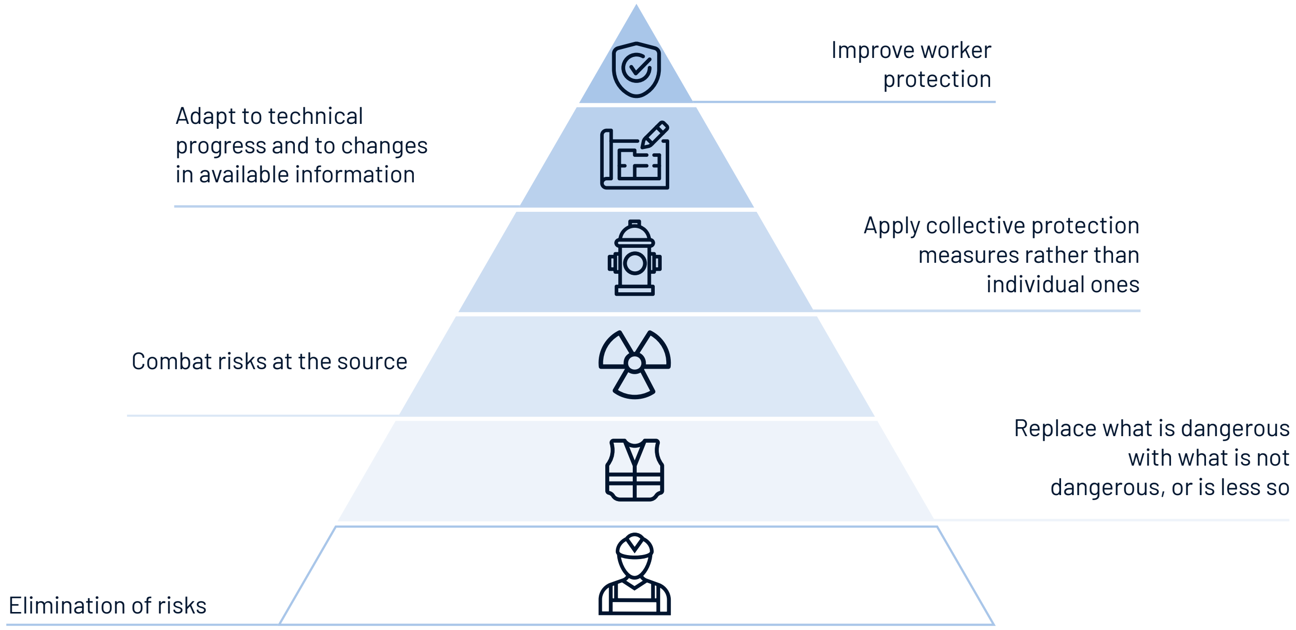
Through its HS&E (Health, Safety, and Environment) policy, Fameccanica.Data S.p.A. is committed to preventing risks and pollution, continuously improving its performance, and ensuring the safety of workers, customers, and the environment. The Company implements measures for analysis, training, prevention, regulatory compliance, and the responsible use of resources, involving all staff in a management model aimed at protecting health, safety, and the environment.

RISK MANAGEMENT

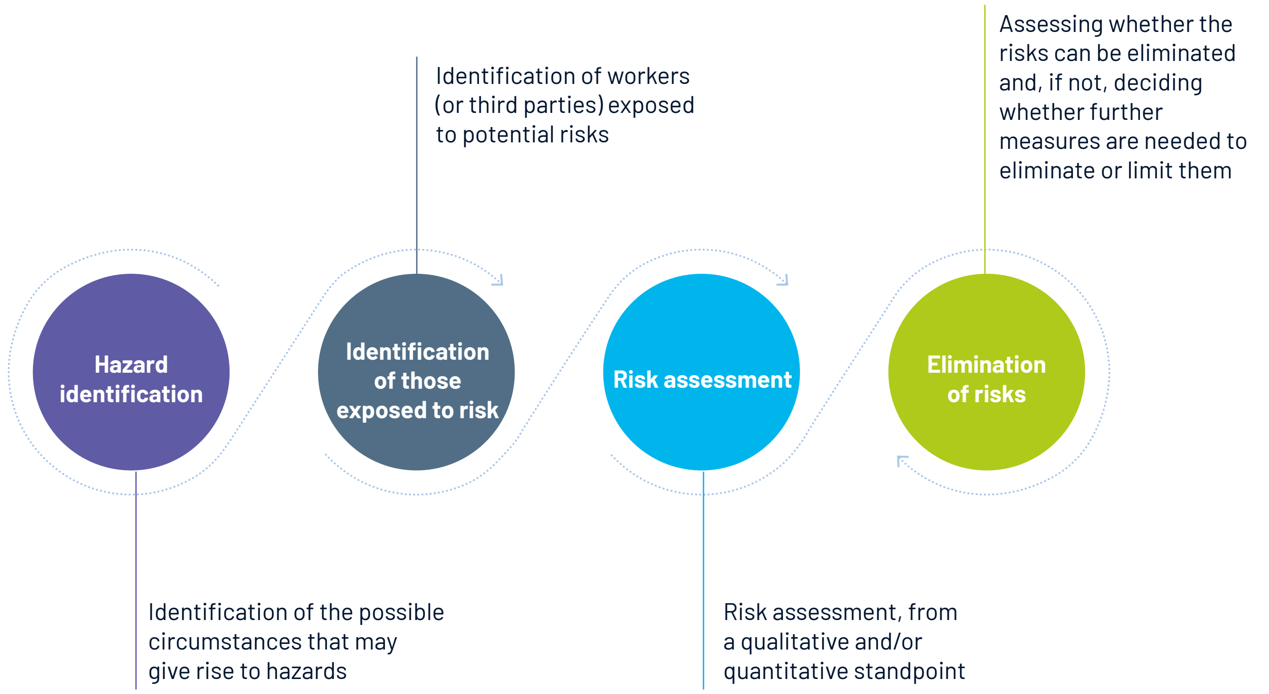
Work activities are systematically examined to eliminate health and safety risks and, where this is not possible, to **identify the prevention and protection measures** needed to reduce risks to acceptable levels. The actions taken or planned to **eliminate hazards and reduce risks** include:

- Behavior Observation System (BOS);
- oversight of contractors and supervisors;
- annual HS&E training plan;
- periodic inspection and maintenance plans for plant and equipment;
- periodic statutory inspections of plant and equipment (where applicable);
- verification of the technical and professional suitability of external firms through a management tool;
- monthly HS&E meetings (company-wide and by area);
- management of near misses and incidents;
- a currently valid ISO 45001 Management System.

The hierarchy of risk-prevention principles



Stages of the risk assessment process [22]



The Company has devoted substantial resources to upgrading and enhancing existing facilities at its Italian plant, with the aim of providing staff with more comfortable work environments and more accessible common areas. These measures were also designed to **increase the buildings' resilience to critical events such as earthquakes**.

During 2025, the Company also implemented a plan to renew its machinery and upgrade the work equipment available to employees; in this regard, the first major investment was the purchase of electrical discharge machining (EDM) equipment for the Machine Tools department.

[22] The risk assessment is carried out by the Employer, with the support of the Head and the Officers of the Prevention and Protection Service, the Occupational Physician, and the Managers/ Supervisors, after consulting the Workers' Safety Representatives. With regard to the legally certified date ("data certa"), the provisions of the Consolidated Law (Legislative Decree 81/08) apply, while the documents relating to the assessment of specific risks are drawn up by a specialized technician—internal or external to the Company—who carried out the analysis.

Seismic Upgrading Program

In recent years, Angelini Technologies has carried out a major multi-year program to **make its facilities seismically safe**, backed by substantial investment and resources.
The plan included numerous measures aimed at both regulatory compliance and improving the seismic performance of existing buildings, with the goal of **ensuring the safety of the people** who work in them, in line with the Company's social sustainability roadmap.
Among the most significant measures was the one carried out on one of the Company's main buildings—approximately 75 x 45 meters, spread over three floors, with a regular floor plan housing production areas on the ground floor and offices on the upper levels.
The work involved a thorough preliminary phase of analysis, surveys, and on-site and laboratory testing, followed by the installation of new structural elements—such as beams, roof purlins, and a reinforced foundation system—together with the introduction of **seismic-dissipation devices**. In particular, steel bracing with viscoelastic devices was used to ensure the operational continuity of production on the ground floor even in the event of an earthquake.
As part of the seismic-improvement program, work was carried out on Lot 3, Lot 4, and FATECNICA during 2025.

APPLICATION OF GENERAL MEASURES TO PROTECT WORKERS' HEALTH AND SAFETY

In defining and applying the general measures to protect workers' health and safety, as set out in Article 15 of Legislative Decree 81/08 and in line with the principles of the ISO 45001 Management System, the Company **carefully plans the measures** deemed necessary to ensure that safety levels improve over time, including through the adoption of **codes of conduct** and **good practices**. To this end, a specific schedule is established and shared with the relevant departments, enabling ongoing monitoring of the actions planned and defined to improve worker safety over time.

In addition, a **process is in place to report and record all events** (anomalies, near misses, incidents, first-aid treatments, and injuries) that may occur during the various work activities, and to manage non-conformities relating to the environment and to workers' health and safety in the workplace, in order to investigate their root causes and subsequently adopt corrective measures to prevent recurrence.

Training and Injury Management

The Employer ensures that all equipment is used **only by adequately trained, informed, and instructed personnel**, covering both ordinary use and foreseeable abnormal situations. Instructions are provided clearly and understandably, with verification that workers have genuinely understood them.

In the event of an injury, after initial medical treatment and the issuing of the medical certificate, the HR Department handles the administrative obligations and forwards the documentation to the HS&E manager. With the support of the injured worker's Manager or Supervisor, the latter launches an investigation using the forms provided by the **ISO 45001 Health and Safety Management** System, while also monitoring any corrective actions. For significant events, including those involving contractors, HS&E promptly notifies the insurance function and the Supervisory Body.

Regular meetings and communications

Internal communications ensure that information is properly shared across all company functions, promoting participation and engagement.

Each month, the HS&E function organizes the **HS&E Meeting**, chaired by the HS&E Delegated Manager and aimed at Function and Area Managers. In turn, the Managers hold monthly department meetings, recording attendance and addressing topics such as **injuries, near misses, operational issues, regulatory updates, and communications on new rules or procedural revisions.**

Each year, the Periodic Meeting required by law is held, convened by the Employer (or a delegate), with the participation of the HS&E Delegated Manager, the Head of the Prevention and Protection Service (RSPP), the Occupational Physician, the Head of Organization, Security, and Industrial Relations, and the Workers' Safety Representatives (RLS).

Additional sessions may be scheduled in the event of significant events, specific requests, or organizational changes affecting HS&E.

OCCUPATIONAL HEALTH SERVICES

At its plant in Italy, Angelini Technologies provides healthcare services to employees through the **company Medical Center**, in collaboration with:

- an occupational physician;
- a professional nursing service with a daily on-site presence, provided through a contractor;
- a dedicated HS&E resource (for company organizational support).

In addition, the Company has a **First Aid** team whose members have completed specific training courses and periodic refreshers, all carefully monitored. These training activities include **High-Risk Class** training and certified training in the **use of defibrillators**, delivered in collaboration with the Italian "118" emergency medical service.

Any employee can turn to the Medical Center at any time when needed.

HEALTH AND SAFETY MANAGEMENT SYSTEM

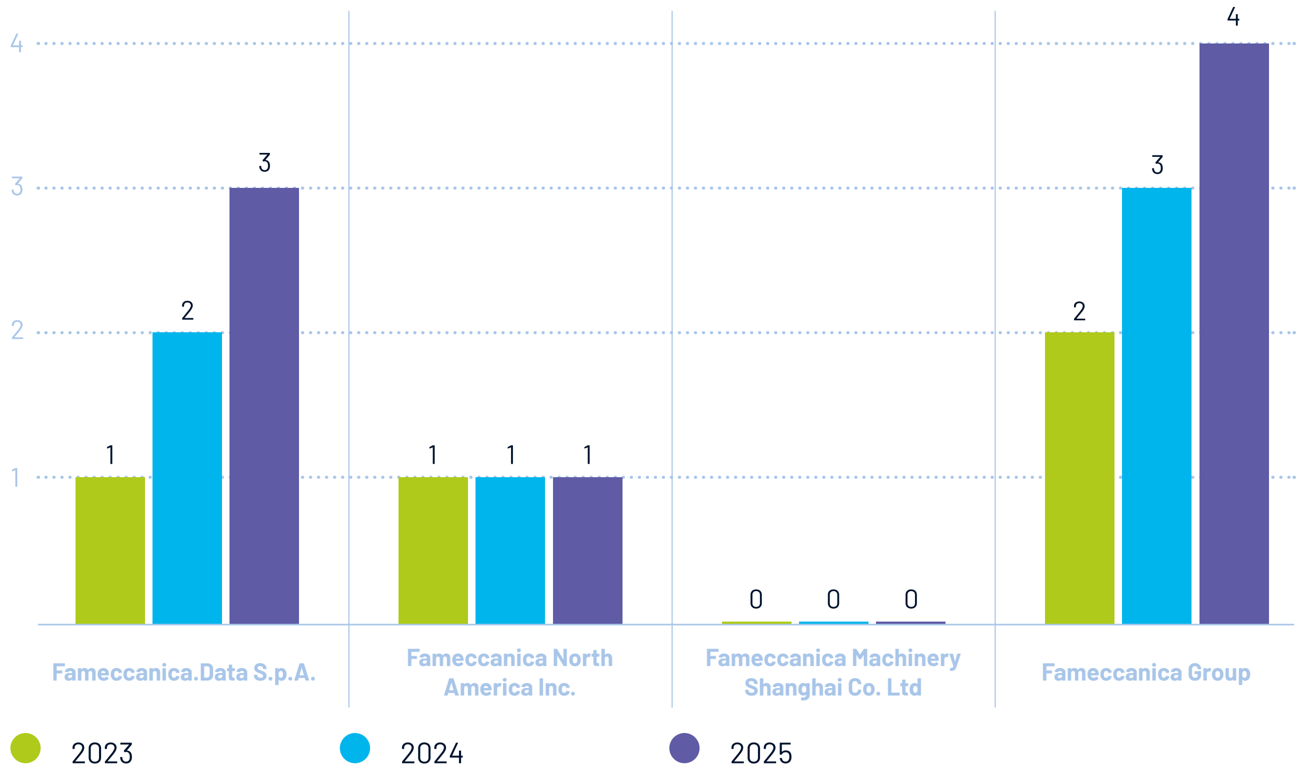
The total number of employees covered by a certified occupational health and safety management system is 621, corresponding to approximately **99% of all employees** [23]. In 2025, 108 workers who are not employees were covered by the occupational health and safety management system.

At present, **the Casalecchio di Reno (BO) operating site** falls outside the scope of the Company's ISO 45001 certification, as only clerical office activities are carried out there—considered low-risk and of limited relevance to occupational health and safety.

In the last fiscal year, Angelini Technologies recorded 4 injuries across the entire reporting boundary, and no deaths from occupational disease. Among workers who are not employees, only one workplace injury was recorded.

[23] Data on the number of employees, non-employees, and hours worked are compiled by the Human Resources Department, including all supplier employees whose contracts explicitly refer to the provision of personnel; pure service contracts—entailing only an obligation to achieve a result, without reference to the provision of personnel—are excluded. In China, Fameccanica Machinery Shanghai obtained Level 2 certification for Production Safety Standardization, also valid for FY 2024; Fameccanica North America, on the other hand, relies on OSHA Regulations to cover employees under a health and safety system.

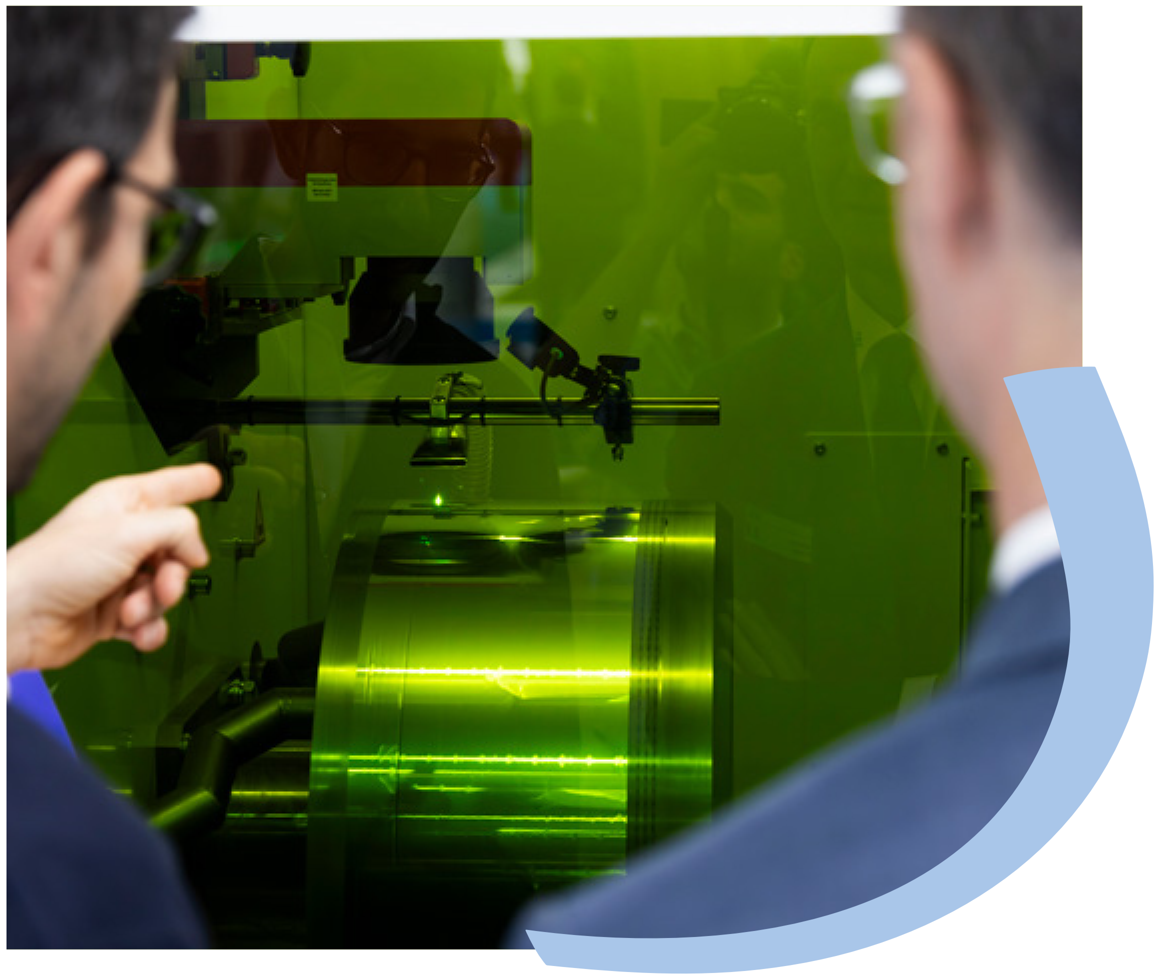
Injuries recorded over the three-year period, broken down by Group company



Overall, the injuries that occurred at Angelini Technologies in 2025 were linked both to internal personnel movement and to operational activities during technical work on plant undergoing testing [24].

Fameccanica.Data S.p.A. has also established a structured process and defined the procedures for verifying the **technical and professional suitability (ITP)** of contractors and/or self-employed workers when works, services, or supplies are commissioned within plants under the Company's legal control. The aim is to **minimize the associated risks and impacts** before the work is awarded and begins, and to define in advance all the preventive and protective measures needed to eliminate or reduce interference risks arising from the work activities.

When activities are to be carried out at external customers' premises, it is the customers who define how interference risks are managed and shared on their site, setting the necessary measures together with the area or department concerned before work begins [25].



[24] For the Italian reporting boundary, the injury frequency rate for workers who are not employees fell from 17.55 in 2024 to 6.16 in 2025. For employees, the indicator stood at 3.38 in 2025—a slight increase over the previous year, 2024 (2.31)—reflecting 2 injuries in 2024 and 3 in 2025, and confirming the Company's commitment to continually strengthening its occupational health and safety prevention and protection initiatives.

[25] Furthermore, under internal company procedure, if the client company does not act through its own arrangements, the Area Safety Manager (Article 18, Legislative Decree 81/2008) shares a specific risk-assessment template with the client before work begins, in order to manage the prevention and protection measures relating to interference, for appropriate preliminary assessment and sharing with the employees concerned.

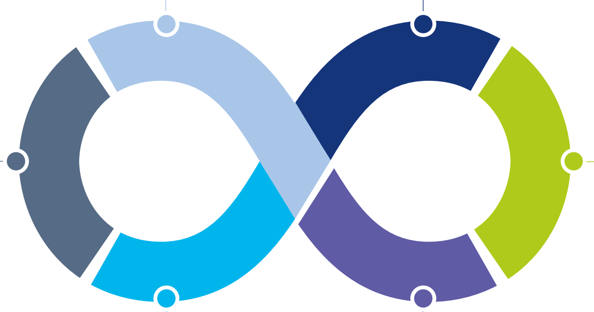
Training and development

Angelini Technologies is consistently committed to developing its people, whom it regards as a strategic resource for the Company's sustainable growth. This approach, deeply rooted in the corporate culture, is enshrined in the Group Code of Ethics, which promotes active listening, professional development, and career paths aligned with individual aspirations.

In a constantly changing social and economic environment, the need to develop skills and retain talent is becoming ever more pressing—a fundamental strategic asset for the Company's business growth.

Angelini Technologies takes an approach to training founded on the conviction that continuous learning is one of the pillars of people management, as it fosters the coherent, integrated development of the organization's distinctive competencies.

With this in mind, the Company launched the Lifelong-Continuous Learning project, designed to build a lifelong, continuous learning path based on the key values shown in the figure below.



This process is organized into the following phases and guided by a specific protocol (staff training) based on:

1. identifying training needs;
2. analyzing the feasibility of the training initiative;
3. organizing the training initiative;
4. delivering the training initiative;
5. verifying the learning and the skills/knowledge developed;
6. providing feedback to participants;
7. recording attendance and the qualifications obtained.

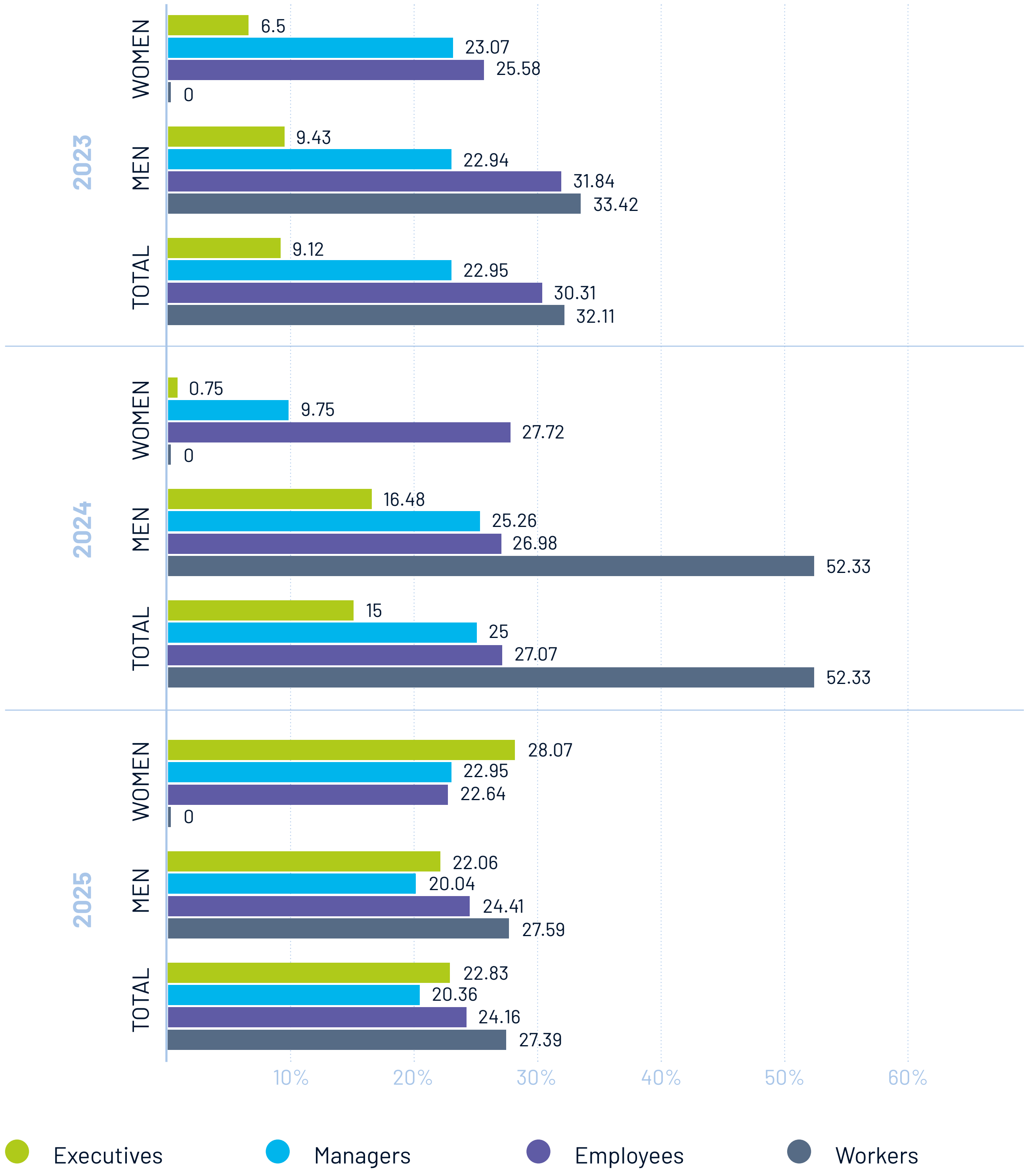
Employee training is delivered through **internal and on-the-job courses**—in collaboration with leading national and international training institutes and business schools, and through the partnership with Angelini Academy—covering:

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

In 2025, the total training hours delivered at Fameccanica.Data S.p.A. amounted to 15,229. The courses focused mainly on health and safety and technical training, as well as on developing managerial, IT/technological, and quality-system skills. Over the same period, the average training hours per person—calculated as total hours delivered divided by total employees—was 24.4.

15,229
TOTAL TRAINING HOURS DELIVERED

Average training hours delivered by Angelini Technologies over the three-year period 2023-2025



Angelini Academy

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

Its training offering is built around three core pillars:

- **Leadership Model:** initiatives dedicated to developing leadership skills, aligned with corporate values and culture and aimed at the entire workforce.
- **Advanced Managerial Skills:** programs designed to support talent's professional growth and role transitions within the Group.
- **Community Empowerment:** training programs for employees' families and the local communities in which Angelini Industries operates, with the aim of generating a positive impact on the area.

Angelini Technologies has structured tools to analyze and monitor both the technical **(hard) skills** and the behavioral and interpersonal **(soft) skills** of its people.

Through established mechanisms—such as the annual performance-evaluation system and potential-assessment methodologies—the Company can provide **detailed feedback** and identify **strengths and areas for improvement**. The information gathered from these assessments provides a strategic basis for designing **tailored training plans**, defining professional-development paths, mapping **career opportunities**, and planning **succession processes**.

Onboarding

Angelini Technologies has created an onboarding program designed to help new hires acquire the skills, knowledge, and behaviors they need to integrate successfully into the organization and become productive team members.

Training (Technical and Managerial Training)

The complexity and high technological content of its activities call for constant investment in employees' technical skills. Maintaining, updating, and developing technical know-how is the Company's main competitive advantage. It is no surprise, then, that the courses offered in 2025 included the following:

1. **IT:**
   - Office 365 suite training;
   - Cybersecurity
   - Digital proficiency and AI;
   - Software programming;
   - CRM and the new customer portal;
   - SAP modules.
2. **Technical Training:**
   - Machine-vision systems and industrial cameras, articulated robots, AI and machine learning, software and hardware programming systems and tools, and human-machine interface tools.
3. **Internal training on patents, intellectual property, and contracts.**
4. **Compliance training:** GDPR, Legislative Decree 231/2001, the Anti-Corruption Policy, the Group Code of Ethics, and data protection.
5. **Sustainability**
   - Sustainability Transition training (aimed at and delivered to the entire workforce, with coverage above 95%);
   - Sustainable Procurement;
   - Environment and energy efficiency.
6. **Occupational safety.**
7. **Managerial training with Angelini Academy:**
   - Leadership and team coaching;
   - Mastery Program for Managers;
   - Masterclasses on people management, motivation, and engagement;
   - Emotional intelligence and data-driven decision-making;
   - Managing complexity and psychological safety.

These training paths are designed to ensure continuous updating and to strengthen employees' technical, managerial, and strategic skills, keeping the Company at the forefront of its industry.

PARTNERSHIPS WITH EDUCATIONAL INSTITUTIONS

Angelini Technologies is actively engaged in **creating and promoting learning opportunities**, working with local schools and universities to develop students' technical, digital, and cross-functional skills. Among the Company's main initiatives are hosting high school students through PCTO projects [26], offering curricular internships, and taking part in competitions for young students.

[26] Pathways for Cross-Functional Skills and Career Guidance (formerly "school-to-work programs").

The main initiatives undertaken by the Company in 2025 are set out below.

- **PCTO programs:** these projects aim to bridge the gap between school and work by giving students hands-on experience in the company and bringing company experts into schools to teach. In 2025, as in previous years, the Company continued its collaboration with the IIS A. Volta technical institute in Pescara, involving fourth-year students in the mechanics, mechatronics, computer science, and electronics programs. Angelini Technologies' technical specialists also gave classroom lessons on topics relevant to the curriculum.
- **Company testimonials, lectures, and workshops with universities:** in 2025, the Company renewed its collaboration with the "Gabriele d'Annunzio" University of Chieti-Pescara (Faculty of Economics) to explore sustainability topics in depth and to present its corporate experience through specific initiatives tied to ESG issues. In particular, Angelini Technologies was a guest of the Department of Economics for the presentation of ORSA (the Observatory on Sustainability Reporting by Abruzzo Companies).

Angelini Technologies also develops several initiatives in **collaboration with the academic community**. Among these, the curricular internships offered to university students across various company areas are an important tool for career guidance. These internships allow students to experience the company firsthand—exploring its various departments and activities—and offer a meaningful opportunity for their personal and professional growth. In 2025, internships were launched with the following institutions:

- **Masci Scientific High School**
- **ITS Lanciano**
- **ITS Ortona**
- **IIS Volta**
- **University of Chieti-Pescara**

THINK TECH AND TECH IN CLASS

As part of its human-capital development strategies, Angelini Technologies has launched two structured programs to help young people enter the workforce while also promoting the intergenerational transfer of skills: Tech in Class and Think Tech.

- **Tech in Class:** an initiative aimed at recent and current high school graduates in the Abruzzo region, developed in collaboration with specialized partners. The program brings in young people on vocational apprenticeship contracts through an integrated path of classroom training and on-the-job training in the assembly and testing areas. The initiative is designed as a genuine "generational relay," in which the skills of the most experienced professionals are passed on to new hires, helping to safeguard and spread the company's know-how. The project has also enabled the Company to strengthen its ties with local technical institutes, such as the IIS A. Volta in Pescara, creating value for the community and easing the transition from school to work.
- **Think Tech:** a project carried out in collaboration with universities and recruiting firms, designed to attract graduating students and recent graduates—mainly from engineering programs—for placement in the Company's key functions. In 2025, the program involved 16 young professionals (average age 26), selected through a structured process and followed by a training path made up of cross-functional and specialized modules. In an initial phase, participants received general training focused on the company's identity, corporate values, technologies, and products; this was followed by a second phase, led by more experienced in-house professionals, aimed at renewing the intergenerational exchange and effectively passing on the company's way of working.

Both programs make a tangible contribution to the Company's ESG objectives, promoting youth employment, developing technical and digital skills, and strengthening ties with the local community and the education system.

Individual performance evaluation

Evaluating people throughout their development is a crucial step in the Company's **growth**. Adopting a sound methodology for managing the evaluation and development of its people allows Angelini Technologies to align employee performance with the Company's growth objectives. For this reason, the Company created ***My Performance***, a proprietary process for evaluating the entire workforce, both in Italy and abroad. Developed using methods and metrics shared across the entire Angelini Industries Group, this system applies **uniform evaluation and procedural criteria** based on **meritocracy**, **fairness**, and **transparency**. *My Performance* is a strategic and operational tool that supports the Company's short-, medium-, and long-term objectives, consistent with a **corporate vision** that values everyone's contribution to continuous growth and to maintaining market leadership.

The core principles underlying the system are:

- **Equity:** clearly defining evaluation criteria and metrics ensures greater objectivity.
- **Meritocracy:** the system is designed to recognize and reward outstanding performance.
- **Transparency:** a clear understanding of the ground rules, company objectives, and expectations for individual performance fosters greater involvement and participation.

The key innovations introduced with the new performance-evaluation system are:

- **Extension of the process to the entire workforce:** the evaluation now covers all employees, ensuring uniformity and consistency.
- **Evaluation of behaviors:** the emphasis on how results are achieved—not just on the results themselves—takes on a central role.
- **Greater employee involvement:** employees are more involved in the evaluation and development process.
- **Empowering managers:** managers are asked not only to evaluate but also to clearly define development and training plans. It is a strategic and operational tool supporting the Company's short-, medium-, and long-term objectives, consistent with a corporate vision that firmly believes in everyone's contribution to continuous growth and improvement.

In 2025, Angelini Technologies carried out 573 evaluations of employees' goals and behaviors, both in Italy and abroad, confirming the central role of a practice that has grown steadily over the years.

Training, health, safety, and environment by category and gender

Occupational health and safety training at Fameccanica.Data S.p.A. is governed by a specific procedure within the Environment, **Health and Safety Management System.**

Training needs are identified according to the risks associated with the tasks workers perform and with operational activities, based on the following situations:

- **new staff joining the company;**
- **a change of role** or the assignment of new activities—for individual employees or groups—at the HR function's request and on the prior recommendation of the department managers;
- **the introduction of new equipment, technologies, or hazardous substances or preparations,** always at the request of the area managers;
- **regulatory changes** concerning the environment and occupational safety;
- **the findings of analyses of events** such as injuries, near misses, first-aid treatments, and behavioral observations (BOS) that reveal specific training needs (upon formal notification by the managers).

For those in key safety roles—such as RSPP, ASPP, RLS, managers, supervisors, and emergency-response and first-aid personnel—current legislation requires mandatory training, both for initial qualification and for ongoing refreshers.

Health and safety training is generally delivered **in person**, but it may also be **provided via e-learning**, in accordance with the State-Regions Agreement, where applicable.

This approach ensures training that is adequate, up to date, and consistent with operational and regulatory needs, strengthening the **Company's safety culture**. All training hours are completed by employees during working hours, and the qualifications of trainers—internal or external—are assessed against the criteria set out in the Interministerial **Decree of March 6, 2013 (Official Gazette No. 65 of March 18, 2013).**

In 2025, a total of **8,253 hours of health and safety training** were delivered—over 8,000 at the Italian plant alone—involving 392 employees, as detailed in the table.

EMPLOYEES WHO RECEIVED HEALTH AND SAFETY TRAINING BY GENDER AND CATEGORY [27]	2025 [28]		
	Men	Women	Total
Executives	3	-	3
Managers	13	3	16
Employees	164	27	191
Workers	181	1	182
TOTAL	**361**	**31**	**392**

All training courses are **mandatory** and include, at the end of each module, a **learning assessment** to certify that the skills taught have actually been acquired. To pass the assessment, a **minimum score of 70%** correct answers is required.

[27] The breakdown by gender and category refers only to Fameccanica. Data S.p.A. employees.

[28] In 2024, FMS did not provide health and safety training to its workers; the topics covered by FNA's training are as follows: "What Causes Workplace Injuries?," "Hazard Communication," "Safe Use of Fire Extinguishers and Ladders," "Alcohol and Drug Awareness," and "Bloodborne Pathogens."

Angelini Technologies' care for its people

WELFARE AND SOCIAL-ORGANIZATIONAL WELL-BEING

In the Italian context, Angelini Technologies **ensures full compliance with the Conventions of the International Labor Organization (ILO), with labor law, and with the provisions of national collective bargaining agreements**. Specifically, the Company fully applies the National Collective Labor Agreement (CCNL) for the metalworking and plant-installation sector, ensuring that 100% of Fameccanica.Data S.p.A. employees are covered by these agreements.

For Fameccanica North America and Fameccanica Machinery Shanghai, given the absence of national bargaining frameworks in their respective legal systems, the Company has conducted individual negotiations that reflect Angelini Technologies' policies and values.

In addition to the benefits mentioned earlier in the "Diversity, Equity, and Inclusion" section, Angelini Technologies has developed—for the Italian reporting boundary—a welfare plan for its employees that includes several measures to improve worker well-being and safety.

- **Welfare contribution.** For its Italian site, Angelini Technologies provides a cash sum of €200, as required by the applicable national collective bargaining agreement. This amount can be used to purchase services of social value, such as school expenses, transit passes, travel, movie tickets, and recreational activities. The benefit is reserved for permanent employees who complete their probationary period by May 31 or, if later, by December 31 (paid the following month). It is also granted to fixed-term employees with at least three months of service, whether by May 31 or, if later, by December 31 (paid the following month).
- **Life insurance / permanent disability.** Angelini Technologies offers optional life and permanent-disability insurance to employees on permanent contracts. This coverage provides a lump sum, chosen by the employee, paid in the event of critical events such as death or the onset of a serious permanent disability (50% or greater). The policy also extends to part-time staff but does not apply to fixed-term contracts, for reasons related to insurance administration.
- **Healthcare.** The "MetaSalute" healthcare plan offers healthcare services that complement or serve as an alternative to those of the National Health Service. This benefit is available to all permanent employees under the Metalworkers' National Collective Bargaining Agreement (including apprentices) and to fixed-term workers with contracts longer than 5 months, both full-time and part-time.

PSYCHOLOGICAL SUPPORT DESK

Angelini Technologies takes an active part in the psychological support program promoted by Angelini Industries, which has been renewed for 2025 as well. The initiative is designed to promote employees' mental well-being through a range of tools and services available to everyone, including:

- **up to 8 individual counseling sessions** with qualified first-level psychologists;
- **an anonymous forum** where employees can ask questions on psychological topics and receive answers from professionals in the field;
- **informational content —** such as newsletters, articles, and webinars—to raise awareness and educate on mental health.

MEASURES FOR THE LITTLE ONES (BEFANA ANGELINI)

Over the Christmas holidays, Angelini Technologies takes part in a company initiative involving a symbolic gesture of generosity toward children. Employees' children aged 0 to 8 receive a **Befana gift** (an Epiphany gift, part of the Italian holiday tradition), chosen by age group and built around a specific theme.

The entire activity—from selecting the gifts to distributing them—is coordinated by the Angelini Industries HR team, in close collaboration with the HR departments of the various Operating Companies. The initiative is meant to create a moment of **joy and togetherness**, giving children a festive, engaging experience that strengthens the sense of community and belonging within the workplace as well.

SCHOLARSHIPS FOR EMPLOYEES

In 2025, **Angelini Academy** expanded the Angelini Industries initiative for the children of employees of the Operating Companies and the Holding, offering scholarships to deserving students. The initiative, now extended to the Group's international sites as well, enabled **7 young people** to receive this recognition.

WORKPLACE FLEXIBILITY

Several years ago, Angelini Technologies introduced company rules for the routine management of remote working, beyond the emergency measures tied to the pandemic. The Company has implemented a **remote working** (smart working) program that lets employees in compatible roles work remotely up to **8 days a month**, from any private location.

In addition, for reasons of personal health, ongoing care for family members (as caregivers), pregnancy, the postpartum period, or the care of preschool-age children, the number of remote-working days may be increased, up to a fully remote arrangement.

This approach reflects the principles of organizational sustainability and ensures business continuity. To promote a better work-life balance, the Company has introduced working-time flexibility measures, such as **flexible start times**, make-up leave, and paid annual leave that can be taken in increments of as little as two hours.

INITIATIVES TO SUPPORT PARENTHOOD

Angelini Technologies shows a strong commitment to helping its employees manage the responsibilities of parenthood, fostering an environment that supports work-life balance. Specifically, the Company has introduced the following measures to support parents:

- **Paternity leave:** paternity leave has been increased from 10 to 15 days to support fathers during the first months of their child's life and to promote shared parenting.
- **Paid leave for nursery or preschool enrollment:** a paid leave of 8 hours per year has been introduced for enrolling each child in a public or private nursery or preschool, to make it easier to care for preschool-age children.
- **Advance on severance pay (TFR):** the Company allows employees to draw an advance on their severance pay (TFR), providing extra financial support in times of need.
- **Free supply of diapers:** the Company supplies diapers free of charge for about two years, easing part of the financial burden of caring for a newborn.

These initiatives underscore the Company's attentiveness to employees' family needs, helping to create a more inclusive and supportive workplace.

Other best practices

Angelini Technologies continues to roll out various initiatives to support employee well-being, with particular focus on **health**, **retirement provision**, and **sustainable mobility**:
Solidarity Hours Bank: this initiative lets employees donate portions of their vacation and Paid Annual Leave (PAR) to colleagues who need to care for family members or who are victims of gender-based violence and who have used up the hours provided under collective bargaining.
Collective Life Insurance Plan: Fameccanica.Data S.p.A. employees can voluntarily enroll in an insurance plan covering death or permanent disability.
Periodic medical check-ups: employees can undergo periodic medical check-ups, with blood samples taken at the company Medical Center. In addition, employees can consult the Occupational Physician on health matters unrelated to occupational medicine.
Supplementary Pension and Healthcare Fund: the Company encourages enrollment in supplementary pension funds and offers additional benefits to promote participation in the private pension system.
Incentives for Electric Mobility: to promote sustainable mobility, free charging stations for electric vehicles have been installed, which employees may use within the limits of their average home-to-work commute.

SOCIAL DIALOGUE AND RESPONSIBLE LABOR RELATIONS

Angelini Technologies recognizes the value of social dialogue and maintains constant, constructive engagement with the trade unions, as required by the Group Code of Ethics. This approach fosters a workplace grounded in respect, listening, and the protection of workers' rights, and it supports the sustainable management of organizational change.

The Company promotes transparent, collaborative labor relations, in compliance with current regulations, supporting freedom of association, collective bargaining, and workers' active participation in company life.

Employee representatives are duly informed of significant organizational changes, within the timeframes set by local regulations and practices.

In line with legal provisions, local practices, and cultures, we recognize the right to join a trade union, to freedom of association, and to appoint workers' representatives. In accordance with local regulations and practices, we also recognize the exercise of these representatives' functions, including the right to collective bargaining, as a way to strengthen our social commitment through:

- principles, rules, and obligations relating to social dialogue.
- mutual commitments regarding the management of employee relations.
- procedures for establishing and operating employee representative bodies.
- social dialogue mechanisms and procedures for handling grievances and negotiations, for resolving collective disputes, and for remedying situations.
- support measures for employee relations and for promoting internal social dialogue.

In this regard, the Company undertakes to:

- respect, promote, and uphold the fundamental rights set out in the core Conventions of the International Labor Organization (ILO), as established in the Declaration on Fundamental Principles and Rights at Work. This includes:
  - freedom of association and effective recognition of the right to collective bargaining;
  - the elimination of all forms of forced or compulsory labor;
  - the effective abolition of child labor;
  - the elimination of discrimination in employment and occupation.
- promoting social dialogue beyond legal and regulatory requirements.
- regarding employees as an important and highly valued resource.
- respecting every employee's right to establish and join organizations of their choice and to engage in constructive negotiations.
- viewing trade unions as constructive players within the organization.
- implementing and maintaining non-discriminatory employment practices, internationally recognized employment standards, and best practices. This includes—but is not limited to—providing competitive wages and benefits that enable employees to meet their needs according to local living standards, and offering work schedules that ensure a safe, healthy work environment and a good work-life balance.
- implementing formal communication channels and grievance systems and mechanisms that are legitimate, accessible—available in particular in the local language of each place where the Company operates and explained to employees as clearly as possible—predictable, fair, transparent, rights-compatible, and a source of continuous learning.

In addition to the above, the Company aims to achieve and maintain the following targets:

- 100% of employees covered by a national collective bargaining agreement;
- 100% of employees covered by benefits;
- Fameccanica.Data S.p.A. guarantees all employees pay above living-wage levels, according to the IDH methodology [29].

[29] The benchmark is the subsistence income for the Abruzzo region.

6. Customers and Community

Quality and Safety of Our Products

Angelini Technologies, through its subsidiary Fameccanica.Data S.p.A., ensures the high quality of its products through a robust **Quality Management System**. A particular focus is placed on **order management**, since the Company's operating model calls for production to begin only after a specific customer order has been received. This approach ensures full transparency across the various phases of project development, an essential requirement for meeting the timelines and complexity of the solutions provided.

The Company ensures that **100% of its plants and machinery** [30] subject to applicable legislation comply with the requirements of current European law and, where required, bear the CE marking. The relevant European directives and regulations are intended both to **promote the free movement of goods** within the European Union—through technical harmonization and mutual recognition—**and to protect people's health and safety** from the risks arising from the use of machinery and plants.

The legislation sets out the essential requirements that products must meet within their scope of application in order to be marketed throughout the Community without further restrictions. The **CE marking** also entails preparing a technical file containing the risk assessment and the measures taken to eliminate or minimize those risks, as well as the mandatory technical documentation, namely the "Instruction Manual for the Use and Maintenance of the Machinery."

The Chinese site, **Fameccanica Machinery Shanghai**, deals exclusively with **Built-to-Print (BTP)** production and spare parts, and is therefore not required to prepare health and safety documentation. Conversely, **Fameccanica North America** carries out this impact assessment only for projects that require **UL certification**, in line with local regulations.

Angelini Technologies is authorized to affix the UL 508A label (issued by Underwriters Laboratories Inc.) to all electrical panels built at its facilities. This mark certifies that the design and construction of the systems fully comply with regulatory standards and fundamental **safety** requirements.

[30] The 100% figure refers to machinery and partly completed machinery falling within the scope of the Machinery Directive 2006/42/EC and placed on the European market. For supplies destined for non-EU countries, the figure includes products that, on a contractual basis, undergo the process of assessing conformity with the requirements of European legislation, even where there is no obligation to affix the CE marking. Excluded from the calculation are non-substantial modification kits for existing machines; machines and/or partly completed machines built to customer specifications (Built-To-Print – BTP); spare parts; and loose parts.

The commitment of Angelini Technologies, through its subsidiary Fameccanica.Data S.p.A., to the **health** and **safety** of its products is further demonstrated by the fact that, during the reporting period, no cases of **non-compliance with laws, regulations**, or voluntary codes concerning these aspects were recorded.

In compliance with international trade regulations on export control, the Company has established a dedicated Internal Compliance Program (ICP) to ensure full compliance [31].

Angelini Technologies provides detailed **manuals describing** safe operating methods and the correct procedures for **maintaining** and **disposing** of the systems and their components, thereby ensuring a high standard of safety and sustainability throughout their entire life cycle.

The Company has also shown a strong commitment to sustainability and social responsibility through its **ESG Plan**. The goal: "100% of new products designed with an ecodesign approach by 2030" marks an important step toward more sustainable management of the product life cycle. Angelini Technologies is also committed to offering advanced technical support services that **extend the life cycle** of the finished product. Through digital **Remote Control** and **Predictive Assistance** services, the Company can improve the repairability of individual components and propose technological and process upgrades, while ensuring customer satisfaction and lower costs.

[31] With respect to so-called "dual-use" goods and, more generally, so-called "sensitive" technologies, the Company confirms its compliance with the applicable regulations. With respect to so-called "designated" countries and, more generally, "designated" entities—that is, those subject to sanctions and/or restrictions (EU and/or US)—the Company confirms its compliance with the applicable regulations.

LABELING AND PRODUCT INFORMATION

Origin of Components and Product Certification

Angelini Technologies applies internal procedures to manage the origin of the components used in its products and services [32].

The certificate **attests to the geographical** origin and **place of manufacture** and is an essential tool for ensuring **traceability, quality, and authenticity**. It may also be required to access **tax or customs benefits** related to import/export [33].

Product Compliance and Safety

In 2025, **100% of Fameccanica's significant** products were **assessed for compliance** with applicable **health, safety, and marking requirements** [34].

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

During 2025, neither Angelini Technologies S.p.A. nor its subsidiary Fameccanica.Data S.p.A. reported any instances of **non-compliance with regulations** or voluntary self-regulatory codes concerning product information and labeling. Likewise, no cases of non-compliant product-related marketing communications were identified.

[32] Although these procedures do not entail public disclosure of information, the Company can provide certificates of origin and preferential origin for the "Machine" product to both customs authorities and customers.

[33] For the foreign sites (Fameccanica Machinery Shanghai and Fameccanica North America), there is currently no obligation to declare the origin of the components and parts used.

[34] Fameccanica Machinery Shanghai (FMS): in 2024, no formal assessments of customer health and safety impacts were carried out, as they were neither required by local regulations nor requested by customers, particularly for "build to print" projects. Fameccanica North America (FNA): assessments were carried out only for projects subject to UL certification, as required by local regulations. In these cases, health and safety were verified during design and production, with the issuance of UL labeling.

Conformity of the "Machine" Product and Its Safe Use

Regarding **product composition**, **safe use**, **disposal** methods, and **possible environmental or social impacts**, Angelini Technologies provides this information in the **use and maintenance manual**. This document, an integral part of the machine's compliance process, details the **substances** and **materials** used in the construction and operation of the plant, **covers how waste materials and special waste are managed**, and also reports the plant's noise emission level.
In the case of **Fameccanica Machinery Shanghai**, this type of documentation does not apply, since during 2024 it mainly handled the **shipment of spare parts, kits, or machines built to design**, for which complete **manuals are not required**.
By contrast, **Fameccanica North America** includes in its manuals detailed information on the permitted **uses of the machines**, the **risks associated with specific operations**, and the **substances needed for use and maintenance**—including the **risks associated with the chemicals used**—as well as details on environmental or social impacts and the correct methods for **disposing of materials**.

DIGITAL SERVICE
Digital apps and services based on IoT technology. Through these services, customers can access performance and process data for their production lines. Includes a control room for remote monitoring that delivers meaningful insights for the customer.

SPARE PARTS SALES
Supply of original Fameccanica machine components that ensure the quality and continuity of the production process.

TRAINING
Dedicated training in which Fameccanica's working methods and the technical features of its solutions are shared with the customer, ensuring a rapid, vertical start-up of the plant and reducing the learning time required by operators, who are the end users of the technologies.

TECHNICAL ASSISTANCE SERVICES
Post-installation work involving, for example, changes to the format of the original product or modifications to the technology used on the plant to bring it up to the state of the art. It also includes preventive, routine, and extraordinary maintenance, upgrade kits, and revamping to ensure the machines operate optimally and last longer.

REMOTE ASSISTANCE
Remote support service for customers to ensure steady, efficient production.

REPAIRS/ MAINTENANCE

CUSTOMER RELATIONS

The customers that use Angelini Technologies' technologies and services are large, medium, and small multinational or private-label companies operating in the manufacturing and logistics sectors. The reference market in which these customers operate is that of **personal and home care and hygiene** and of the **logistics of fast-moving consumer goods**.

These customers operate in both the **Italian and international markets**: Most are concentrated in Europe, the United States, the Middle East, Latin America, and North Africa, although Angelini Technologies' customer base extends to geographic areas on every continent.

To provide increasingly **efficient and high-performing** products and services while monitoring and measuring its **customers' satisfaction**, Angelini Technologies conducts a number of customer satisfaction surveys. To collect and manage this information, the Company uses an assessment system based on a **survey** whose questions vary according to the type of product or service and also cover the **after-sales** phases. Both survey-based assessments lead to a careful analysis of customer opinion and the areas for improvement suggested, supporting the continuous refinement of the range of products and services offered.

The Company also aims to anticipate customer needs through dedicated **market analyses**, in order to maintain a product portfolio aligned with market needs and to offer innovative solutions in response to macro-trends.

Angelini Technologies groups its customers—more than **90 groups**—into clusters that allow it to plan customer-oriented strategies covering both the technologies, products, and level of customization to offer and the after-sales services to provide.

In the digital sphere, the secure management of information is highly important; for this reason, as noted earlier, Angelini Technologies maintains a **Management System certified to the ISO/IEC 27001 "Information Security Management"** standard at its Italian plant, in order to ensure the security of its data.

Initiatives for Social Well-Being and the Community

Angelini Technologies aims to contribute to the sustainable development of the local socio-economic settings in which it operates, integrating environmental and social objectives into its industrial activities and its relationships with local communities.

During the reporting period, the Company took part in various social, institutional, industrial, and academic initiatives focused on diversity, equity, and inclusion; climate transition; process innovation; and competitiveness, fostering practical dialogue with associations, cities, businesses, universities, and other stakeholders.

SUPPORTED INITIATIVES

RURABILANDIA

The European Commission's INTELLIGENT CITIES CHALLENGE

INTELLIGENT CITIES CHALLENGE

- Local Green Deal
- RE:Generate
- Twinning Learning Program

ORSA MASTER

CSR SALON

FOOD BANK AND CRAL

CORPORATE VOLUNTEERING INITIATIVE AT RURABILANDIA

In September 2025, the Company launched a volunteering initiative to support Rurabilandia, a Teramo-area organization active since 2008 in promoting the social and workplace inclusion of young people with disabilities. The activity falls within the Communities pillar of the Sustainability Plan and helps strengthen the Company's relationships with local organizations engaged in social development.

A group of employees from the Sustainability Team spent a day assisting with the association's daily activities, including the olive harvest and other educational farming tasks. The initiative created value both for the association, through tangible operational support, and for the participants, helping spread a corporate culture centered on inclusion, collaboration, and connection with the local area.

Based on the positive results, the Company plans to extend the program to a growing number of employees, with the goal of amplifying its social impact and continuously promoting volunteering initiatives that benefit local communities.

INTELLIGENT CITIES CHALLENGE

In late 2024, Angelini Technologies began a collaboration with the Municipality of Pescara as part of the "Intelligent Cities Challenge" (ICC) project, a program launched in 2020 and promoted by the European Commission through the EISMEA agency.

The ICC initiative aims to support cities in their transition toward sustainable and digital economies. Through a tailored approach, coaching sessions, and consulting, it addresses key topics such as: energy, mobility, construction, tourism, and culture. The ICC city network, drawing on the involvement of the business ecosystem and local stakeholders, is then invited to share experiences and best practices in dedicated networking sessions.

Through the Local Green Deal—a locally based initiative inspired by the broader European Green Deal—Angelini Technologies and the Municipality of Pescara are pursuing the goals of transitioning to renewable energy and taking tangible action to reduce GHG emissions. The mutual commitments signed also aim to improve the quality of life of the communities in the areas concerned, while promoting responsible behavior regarding sustainable mobility and resource use.

Within this program, Angelini Technologies, together with its subsidiary Fameccanica.Data S.p.A., took on the role of sustainability ambassador toward suppliers, partners, and employees (many of whom live in the Pescara metropolitan area). This commitment, which also involved the Company and public entities (Pescara Energia, Pescara Ambiente) during 2025, took shape in a series of targeted initiatives integrated into the Group's ESG Plan.

1. Intelligent Cities Challenge and Local Green Deal

As part of the **Intelligent Cities Challenge**, a European Commission initiative managed by EISMEA, Angelini Technologies took part in the Annual Conference and the Mayors Business Forum held in **Brussels**. Together with the Municipality of Pescara, the pilot city of the Intelligent Cities Challenge, it presented the Local Green Deal "Together for Energy Transition & Climate Change Mitigation," which earned the Municipality of Pescara the award for industry engagement.

The Company contributed to the discussion on the role of collaboration between cities and businesses by speaking on the main panel devoted to the competitiveness and prosperity of local areas, sharing its industrial experience in transition pathways. In this context, the **Local Green Deal was presented: "Together for Energy Transition & Climate Change Mitigation,"** developed with the Municipality of Pescara, which enabled it to win the **"LGD Industry Engagement"** award; an example of integration between local policies, industrial innovation, and European climate goals in partnership with companies in the area. The initiative strengthened the Company's contribution to regional transition processes, in line with the European Green Deal, the Clean Industrial Deal, and the Group's ESG Plan.

In this context, the Company subsequently took part in a benchmarking visit to **Aalborg** (Denmark) alongside other European cities, exploring advanced models of urban climate transition. Through discussions with local institutions, utilities, and area companies, real-world solutions relating to electric mobility, renewable energy generation, and Power-to-X projects were presented, offering insights applicable to the relevant industrial and regional contexts.

As part of **RethinkMob**, a conference on sustainable mobility, **Angelini Technologies** took part in the **RE:Generate** panel, held in the **city of Pescara** and devoted to integrated urban regeneration and local energy transition. The experience of the Local Green Deals and the emissions-reduction targets were shared as examples of effective collaboration between industry and local communities.

Building on the Local Green Deal signed with the Municipality of Pescara, the Company subsequently took part in the **Twinning Learning Program**, as part of the European **Horizon 2020 NetZeroCities** initiatives and the **EU Mission for Climate-Neutral and Smart Cities**. The program, aimed at exchanging expertise and best practices between European "Twin" and "Pilot" cities, included discussion of pathways toward climate neutrality and the direct involvement of local businesses. In this context, the Company contributed by presenting its ESG Plan and opening its corporate sites for technical discussions, highlighting the role of industrial innovation as a lever supporting urban climate strategies and public-private collaboration.

2. CSR SALON – Innovation and Sustainability of Industrial Processes

At the **13th CSR and Social Innovation Fair**, Angelini Technologies contributed to a panel focused on the role of innovation as a competitive lever for sustainability. The talk illustrated the Company's approach to integrating technological development with more efficient and sustainable production processes, sharing innovative industrial solutions such as Battery Cell, a high-performance technology for the energy-storage battery sector.

3. SustAInability

The Company took part in the 2025 edition of the **SustAInability** initiative, promoted by SDA Bocconi's Sustainable Operations and Supply Chain Monitor. The event was a valuable opportunity for dialogue on sustainable innovation, the application of artificial intelligence to industrial processes, and the supply chain. The exchange with businesses and academia made it possible to explore the role of strategic sustainability levers as enabling factors for the evolution of industrial models and value chains.

4. ORSA MASTER – Training and Dissemination of ESG Skills

As part of the **Master's program in "ESG Management and Sustainability Reporting"** at the G. d'Annunzio University of Chieti-Pescara, the Company contributed to the training activities through a masterclass on measuring environmental performance. The initiative addressed transition strategies, environmental KPIs, and the main reporting standards, supporting the dissemination of ESG skills relevant to the industrial world.

5. FOOD BANK AND CRAL – Social and Cultural Initiatives

Together with Gruppo Esperienza and CRAL Angelini Abruzzo (the company's employee recreational and welfare association), Angelini Technologies runs periodic initiatives for the corporate community and the local area. These include **supporting Food Bank collection drives**, organizing cultural and recreational activities, and making company spaces available, thereby contributing to social cohesion and people's well-being.

7. Ecosystems

The Supply Chain

Like any manufacturing organization, **Angelini Technologies S.p.A.** operates with the support of a supply chain built up over the years, one able to meet the company's needs across a range of technical areas.

The Company has forged a close bond with the local area through its supply chain, integrating economic growth with **ESG factors**: globally, and including foreign subsidiaries, **local revenue accounts for 70% of the total and nearly 80% of all suppliers are local** [35].

Angelini Technologies S.p.A.'s supplies fall mainly into two categories: **goods and services that support** the various corporate functions (consulting, general services, and the like) and the **products and components** needed to build the machinery, the latter being the most technical and by far the largest part.

For the supply chain dedicated to building the machines, the selection criteria rest mainly on **technical requirements and the cost/quality** ratio, in keeping with the specific design of the equipment and its bill of materials, which often carries constraints stemming from customer choices or technical needs. By contrast, for suppliers of manufactured materials, priority goes to **geographic proximity**, choosing local partners wherever possible to ensure greater operational efficiency and a smaller environmental impact.

The supply chain process begins when the **design** department releases the bill of materials, which lists every component that makes up the machine. The purchasing department then runs the tender process and enters component prices into the management system, which issues purchase requisitions for the materials needed to assemble the line. These requisitions become orders once warehouse availability has been verified. Once suppliers have completed production, and in accordance with the delivery terms set out in the purchase order, the goods are shipped and notice of completion is issued.

Within Angelini Technologies, the entire procurement process is managed by the **Purchasing Function**. For the bill of materials, machine parts are purchased from requalified suppliers to ensure not only competitiveness but also the highest technical and quality standards, along with financial and reputational strength. These suppliers are classified by function (assembly, design, transportation, packaging, and warehousing) and assessed on the quality and timeliness of their deliveries, with monthly reviews for key partners.

[35] A supplier is considered "local" if it is based in the same country as the reporting company. The "Country" level is used to align the geographic representation of this requirement with that used in other reporting requirements.

Angelini Technologies also requires all its suppliers to comply with **regulatory principles and to sign its Code of Ethics**. For suppliers under a service contract (around 100 contractors), and particularly those with access to the plant, the qualification process **verifies compliance with social requirements, with a particular focus on occupational health and safety.**

The medium- and long-term goal is to maintain a cutting-edge supply chain, through the ongoing search for and selection of new suppliers, that can meet the Company's increasingly complex needs. While **cost, delivery times**, and **quality** remain essential criteria, they are complemented by factors such as **digitalization**, the capacity for **management-system integration**, the supplier's specific know-how, the **services offered**, and the **flexibility** to adapt to continually evolving market dynamics.

Over the long term, the supply chain will also need to advance in step with the **company's strategic plans** and the exploration of new business opportunities. In parallel, and consistent with its strategic approach to sustainability, Angelini Technologies is actively working to embed these criteria into its purchasing procedures, beginning with the adoption of a **methodology to assess ESG performance across the entire supply chain.**

This journey began in 2024 with the launch of an **ESG supplier assessment** program. In the first year, more than **40 suppliers** took part, and the program continues to expand: as of 2025, the number of **suppliers involved has risen to more than 80**, with the goal of covering over 90% of strategic suppliers by 2027.

At the same time, the company rolled out the **Supplier Code of Conduct**, which builds on the behavioral standards set out in the Angelini Code of Ethics and defines the guidelines suppliers must follow in their business dealings with the Group.

Building a sustainable supply chain is a journey that takes time, effort, and dedication. Even so, it reflects an unwavering commitment to the principles the Company has always upheld, in both business ethics and social and environmental impact.

In 2025, Angelini Technologies' total supplier spending, together with its subsidiary Fameccanica.Data S.p.A., exceeded €300 million across more than 1,500 suppliers.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS	2025	2024	2023
Budget spent on local suppliers by location of significant operations [36] (€ million)	212	162	127
Total budget spent on suppliers by location of significant operations (€ million)	305	209	162
Percentage of budget spent on local suppliers by location of significant operations	70%	77%	78%

Specifically, the total value of Angelini Technologies' supplies in Italy came to €270 million, or 88% of total purchases, sourced from more than 1,000 suppliers.

NUMBER OF SUPPLIERS	2025	2024	2023
Number of local suppliers	1,208	1,212	1,129
Total number of suppliers	1,566	1,554	1,455

Fameccanica.Data S.p.A.'s local suppliers account for approximately €195 million in spending, about 72% of purchases, in line with previous years.

For the foreign reporting boundary, made up of the two companies Fameccanica Machinery Shanghai (China) and Fameccanica North America (USA), total supplies amounted to €34 million, roughly 11% of the entire Company's purchases.

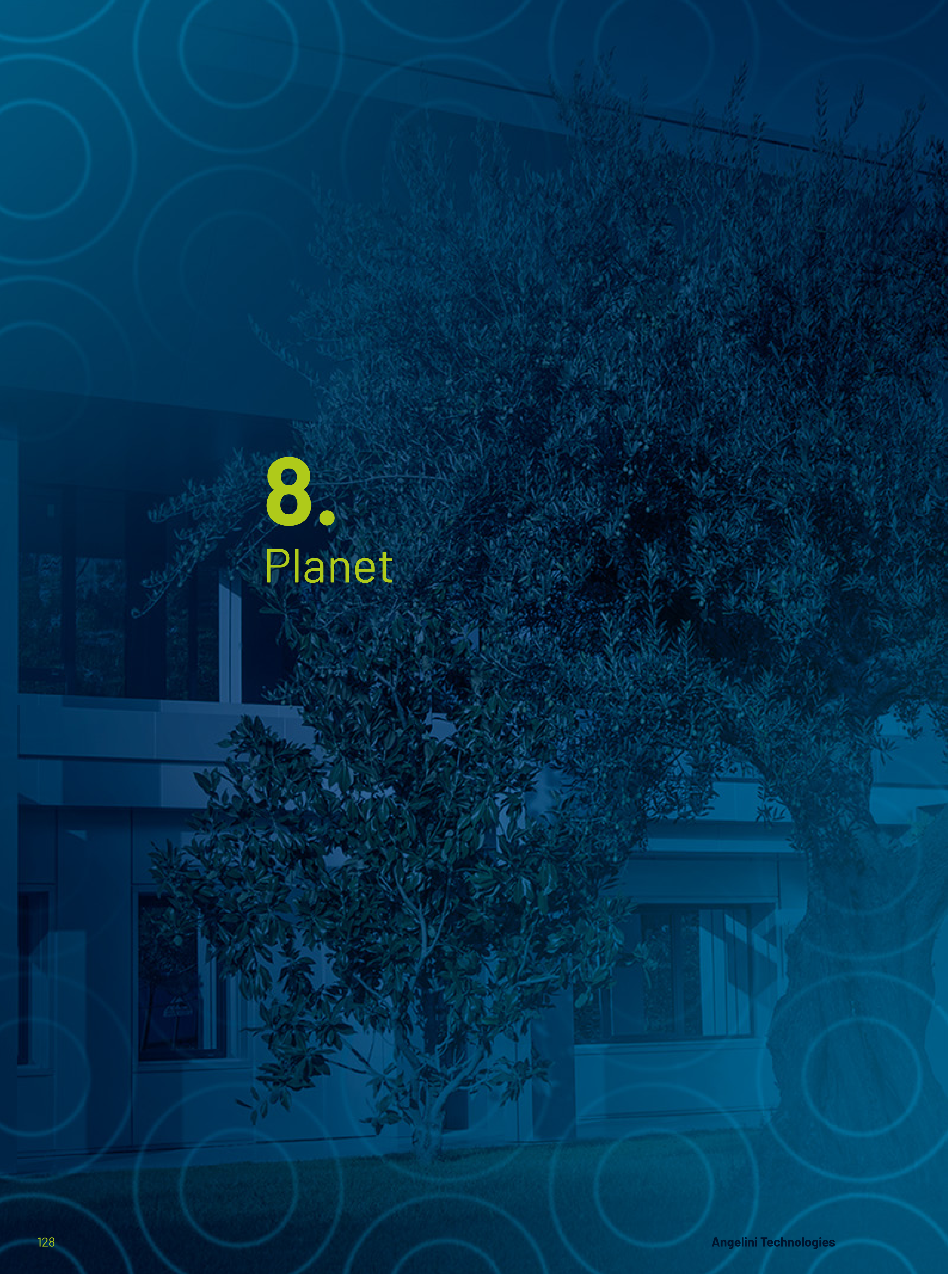
In particular, Fameccanica North America recorded €30 million in spending across more than 300 suppliers, while Fameccanica Machinery Shanghai recorded about €4 million with 185 suppliers.

[36] "Locations of significant operations" are those places where the Company has, or could have, the most significant impact on stakeholders and on the external social, economic, and environmental context. Specifically, these are the production sites where goods and services are made. This scope excludes representative, sales, or administrative offices located outside the Group's headquarters or its production plant. Consistent with the geographic criterion used to identify local suppliers, significant locations were likewise identified by the country in which the production site operates.

Promoting Sustainability in the Supply Chain

In 2025, reaffirming its commitment to sustainability, Angelini Technologies stepped up **training for all buyers**, focusing on sustainable procurement. The goal is to make this a structural process that recurs annually, ensuring continuous updates on emerging regulations and full alignment of purchasing activities with the **integration of ESG criteria into procurement procedures**.

In parallel, the Company continued to host the **Suppliers' Day**, a strategic event dedicated to the supply chain. This initiative not only strengthens business relationships with suppliers but also offers a valuable opportunity to discuss strategically important issues, including achieving sustainability across the entire value chain. Angelini Technologies is convinced that only through active, responsible collaboration with its partners can an effective and sustainable supply chain be built over the long term.



8. Planet

Combating Climate Change

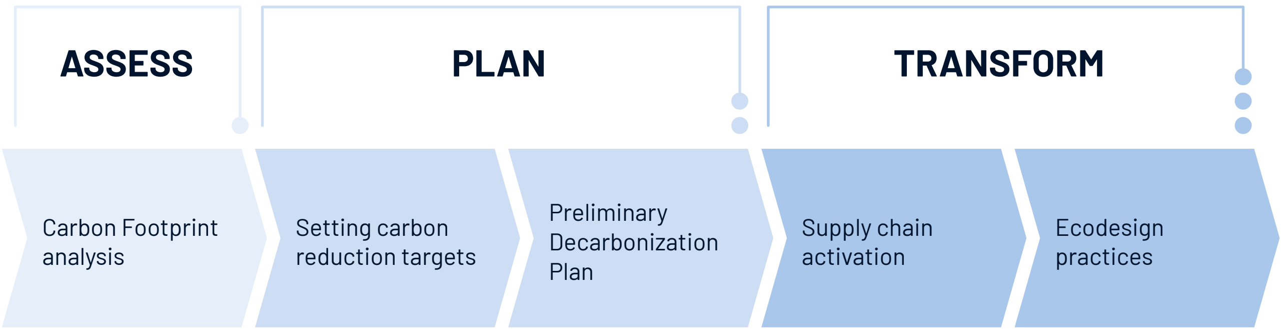
Climate change and adapting to its effects are among the most pressing challenges facing humanity. Recent data from the Copernicus Climate Change Service indicate that global average temperatures have exceeded the 1.5°C threshold above pre-industrial levels, further underscoring the importance of the Paris Agreement's goals of limiting global warming to well below 2°C, and ideally to 1.5°C. The intensification of extreme weather events and their impact on the lives of millions of people call for prompt action to curb these changes. In this context, after building solid experience in calculating direct emissions (Scope 1) and indirect energy-related emissions (Scope 2), Angelini Technologies has launched a project to monitor and reduce emissions across its entire value chain (Scope 3). This initiative represents a tangible commitment to mitigating environmental impact and aligning with international sustainability standards.

Our Carbon Footprint

Angelini Technologies considers it essential to analyze and improve its environmental impact. In line with the Group's strategy, in 2024 it began analyzing its Carbon Footprint **across the entire value chain (upstream and downstream)**.

The **Carbon Footprint (CF)** enables the measurement of the Company's emissions, serving not only as a monitoring tool but also as a strategic means of identifying emission hotspots and activating environmental efficiency levers. This work included measuring Scope 1, Scope 2, and Scope 3 emissions.

In a major sector such as industry and manufacturing, measuring its carbon footprint allows Angelini Technologies to confirm its commitment to promoting a production model grounded in environmental responsibility and transparency.



Angelini Technologies – Fameccanica's strategy reflects the Group's broader strategy

In line with international best practices, Angelini Industries has structured its climate strategy around a roadmap comprising three phases – **Assess**, **Plan**, and **Transform** – which guide its progress through a twofold approach: **measurement and action.**
The first phase, **Assess**, took shape with the launch of the Carbon Footprint analysis, the first structured exercise to measure the carbon footprint across the entire value chain.
This will be followed by the **Plan** phase, through the definition of carbon and GHG emissions reduction targets, which will make it possible to quantify those targets according to scientifically validated criteria aligned with the leading international standards. In addition, a Preliminary Decarbonization Plan will be prepared to identify operational priorities and the tools needed for the progressive reduction of emissions.
Finally, in the **Transform** phase, the journey will continue with supply chain activation—aimed at actively engaging suppliers across the entire value chain—and the adoption of ecodesign practices, which will make it possible to rethink products and processes from a climate-responsible perspective.

This progressive approach makes it possible to integrate the climate challenge into business decisions while promoting transparency, traceability, and positive impact throughout the entire supply chain.

In 2024, Angelini Technologies launched the process outlined by the Group in order to align with its strategy and follow industry best practices.

The Climate Risk Assessment

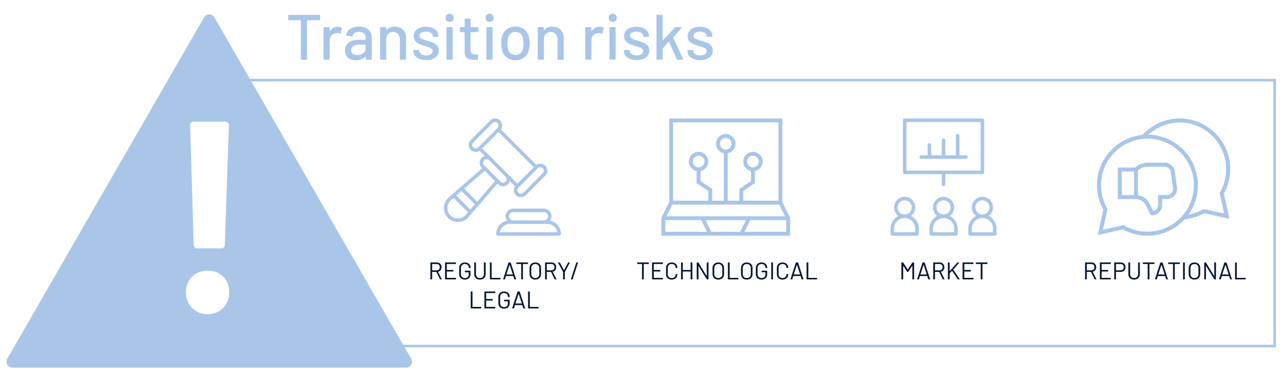
Against the backdrop of global climate change, with 2025 setting new temperature records, climate risks pose a growing threat to the economic and operational stability of businesses.

With this in mind, Angelini Technologies, together with its subsidiary Fameccanica.Data S.p.A., has decided to launch a structured analysis of physical and transition climate risks:

- The **physical risk** analysis followed a methodological approach based on three fundamental dimensions: **hazard**, **exposure**, and **vulnerability**. This model makes it possible to estimate—under the different climate scenarios developed by the IPCC—the potential intensity of extreme events, the economic significance of the areas involved, and the intrinsic capacity of assets to withstand or adapt to these impacts.
- The **transition risk** analysis, by contrast, was based on the assessment of four **specific risks** (Regulatory/Legal, Technological, Market, and Reputational) and **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 itself with scientifically robust risk-assessment tools allows the Company to anticipate future scenarios, make informed investment decisions, and develop **targeted mitigation plans**. This type of assessment does not merely describe vulnerabilities; it lays the groundwork for a tangible action agenda capable of strengthening the Company's resilience and protecting its productive value over the medium to long term.

The analysis concluded with an estimate of the **expected financial impact** of climate change, expressed in terms of the potential loss of productive value under different scenarios and time horizons, and of the opportunities associated with transition risks. This assessment enables the Company to integrate climate risks into its decision-making processes, strengthening its ability to respond to future environmental challenges.



In 2025, the Company also launched a Preliminary Decarbonization Plan which, building on the results of the climate risk analysis, made it possible to outline the main emissions reduction scenarios and the priority actions to be implemented in the medium term.

This first exercise provided a structured framework of the technical and organizational levers that support the transition. In 2026, this work will be taken further through dedicated projects, including the development of the Transition Plan in line with the requirements of the CSRD directive. This will make it possible to consolidate the necessary targets, milestones, and investments, translating the preliminary guidelines into a climate transition roadmap fully integrated into the Company's strategy.

Environmental and energy certifications

Beyond matters related to climate change, Angelini Technologies has always placed strong focus on environmental protection and energy efficiency. For its Italian site, this commitment is reflected in the adoption of certified management systems, including ISO 14001 for environmental management and ISO 50001 for energy management, applied at the San Giovanni Teatino (CH) plant. Both systems undergo annual third-party audits to ensure their effectiveness and compliance.

ISO 14001 certification confirms that the Company has a management system able to monitor and continuously improve the environmental impact of its activities in a consistent, effective, and sustainable manner. In parallel, ISO 50001 certification sets out 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 energy analyses and audits each year, in compliance with Legislative Decree 102/2014. These initiatives aim to identify and implement opportunities for the continuous improvement of energy performance, helping to reduce consumption and optimize operating costs.

The Company has always been committed to preventing and reducing air pollution at the local level, minimizing its impact through dedicated controls and environmental prevention and protection measures.

For its Italian plant, the Company has obtained the **Single Environmental Authorization (AUA)**, which defines the monitoring activities established by the competent authority and is valid for 15 years. Emissions of certain non-greenhouse-gas (non-GHG) pollutants—such as SOx, NOx, and particulate matter—are abated through dedicated filtration systems that undergo regular scheduled maintenance, and are verified through periodic monitoring defined in the **Emissions Summary Table (QRE)**, last updated in 2021, which lists the authorized emission points.

This reflects the commitment set out in the Company's Environmental Policy to mitigating environmental impacts, ensuring both compliance with the relevant standards and regulations and the protection of the local area and the community in which it operates [37].

In addition, as a matter of established practice, Angelini Technologies updates both its **Environmental Analysis** and its **Context and Stakeholder Assessment** each year, in accordance with international standards. These updates make it possible to thoroughly assess significant environmental impacts and to identify specific objectives for integration into the **Environmental Improvement Plan**.

[37] SOx: Sulfur oxides; NOx: Nitrogen oxides

Environmental initiatives

With a view to improving resource efficiency, the Company is progressively digitalizing a number of its activities. On the one hand, this work targets energy-intensive production processes, such as those of the filtration and air-conditioning systems, to monitor usage patterns and timing and help **reduce energy consumption**; on the other hand, paper documents are being replaced through **digitalization**, thereby streamlining the work of technicians and external collaborators and generating significant savings in paper and printing costs.

The Company's environmental awareness is also reflected in several recent initiatives that directly involve its staff, including:

- distributing personal steel bottles to employees to reduce plastic consumption;
- installing and replacing water dispensers—eliminating the use of traditional large bottles—to reduce the environmental impacts associated with producing, filling, washing, sanitizing, and transporting containers;
- using reusable cups as an alternative to packaged PET bottles and cans for the self-service dispensing of unpackaged beverages.

With regard to the emissions it produces, Angelini Technologies has installed dry and cartridge filters at its Italian site to **abate dust [38] from intermittent emissions**. These filters have a lower environmental and energy impact than the standard hydrofilters that the Company currently still uses in only four units. In addition, the Italian plant has upgraded its **compressed-air and air-conditioning** machinery and implemented specific measures to **contain the release of fugitive emissions** (chlorofluorocarbons) from air-conditioning systems, in order to limit their impact in terms of Global Warming Potential (GWP). For all air-conditioning units containing a refrigerant charge, scheduled **maintenance is performed and recorded**—based on the relevant quantity and as required by law—together with checks for possible accidental leaks. The supplier responsible for maintaining the systems completes the electronic "F-GAS Database" register each time work is carried out, within the terms set by law.

[38] The Appendix section includes an extra-GRI table showing the breakdown of dust emissions over the last three years.

Among the main environmental objectives that Angelini Technologies aims to achieve is greater energy self-sufficiency through the use of **renewable sources**. With this in mind, the company has completed the installation of a photovoltaic system in the parking lot of its Italian site, covering approximately 20% of the company's energy needs. During 2025, the company also completed the installation of a second photovoltaic system on the roof of Fameccanica's Building B, which covers an additional 13% of the company's energy needs.

For 2025, the company also purchased renewable electricity backed by Guarantees of Origin (over 99% for the Italian reporting boundary – Fameccanica. Data S.p.A.), contributing significantly to the reduction of Scope 2 emissions.

For the production plants located in the United States, a process to **strengthen environmental management** has been initiated. This process is based on actively involving the overseas sites in sustainability matters, through the definition of specific objectives, guidelines, and environmental policies that will lead to the implementation of Environmental Management Systems tailored to each site.

EMISSIONS MANAGEMENT

For the Italian reporting boundary, the Single Environmental Authorization [39] held by Angelini Technologies reflects the current plant and process situation and prescribes **annual checks**, which the Company systematically performs at the established intervals to verify that the authorized limits—consistently met—continue to be respected.

As for **chlorofluorocarbon (CFC) emissions**, air-conditioning systems are present throughout the company complex. Specifically, these systems include: refrigeration systems, primary air-treatment systems, heat-pump systems, and boilers [40] [41].

The company responsible for maintaining the systems completes the electronic "**F-GAS Database**" register, as required by law,[42] each time work is carried out. In recent years, two thermal plants have been decommissioned as they were no longer in use and had already been offset by earlier investments in heat pumps, which have a less significant environmental and energy impact.

[39] Det. No. DT-422 of May 15, 2015 and the related Summary Table of March 11, 2021.

[40] For all air-conditioning units with a refrigerant charge greater than 5 t eq, logbooks are kept to record annual or half-yearly maintenance; for those above 50 t eq, leak checks are carried out at the prescribed intervals.

[41] The following refrigerants are used inside the equipment: R-404A, R-407C, R-134A, R-438A, R-410A, R-32.

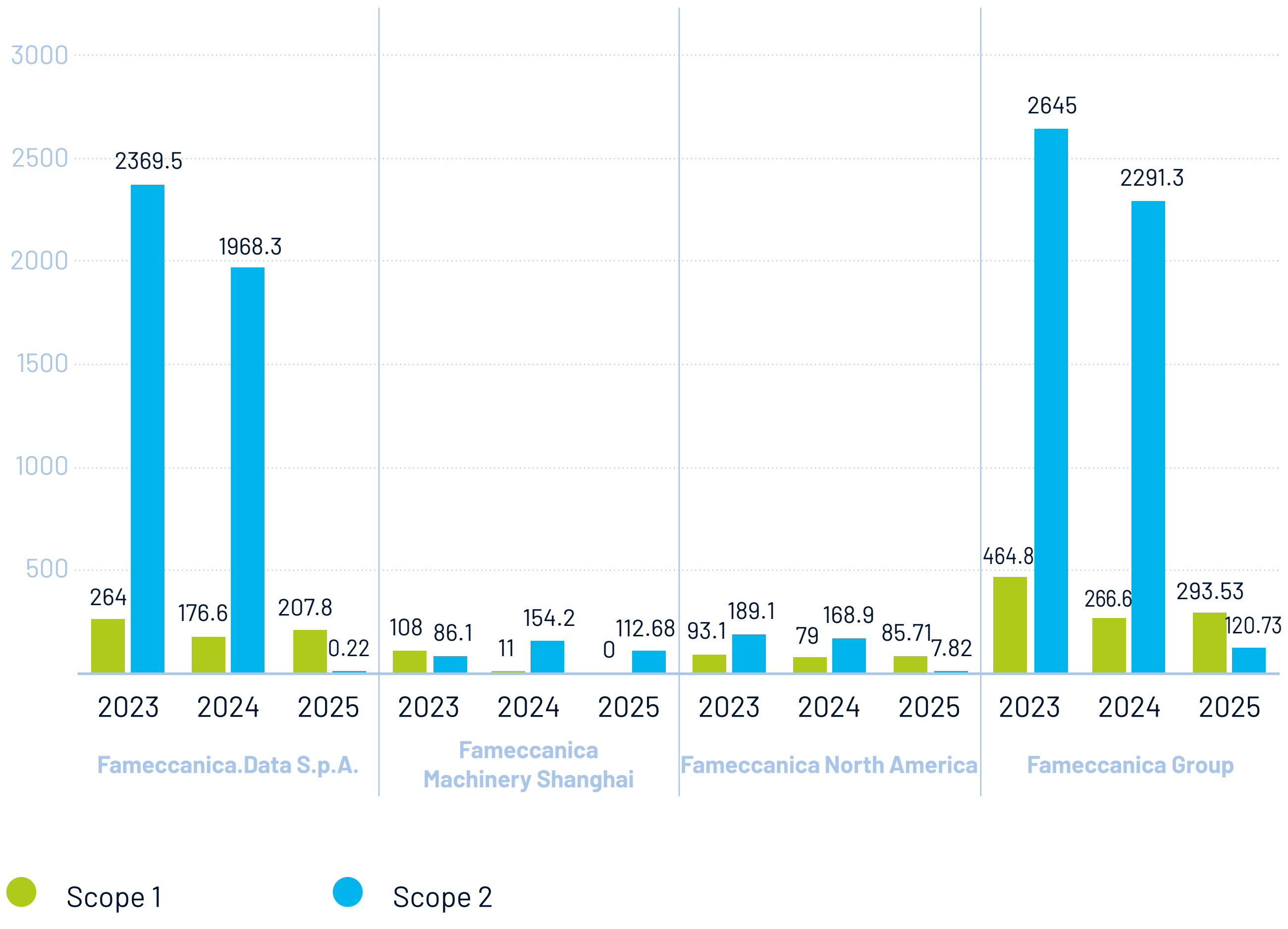
[42] Within the 30 days required by law.

From a regulatory standpoint, the Company managed the measures required under the CBAM (Carbon Border Adjustment Mechanism) Regulation for imports made in 2025.

The figures below present, in aggregate form, the emissions associated with the energy consumption and F-GAS of Angelini Technologies, which includes Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai, and Fameccanica North America.

In 2025, the indirect location-based greenhouse gas emissions **(Scope 2)** generated by Angelini Technologies' activities totaled **1,639.62 tCO_{2eq}**.

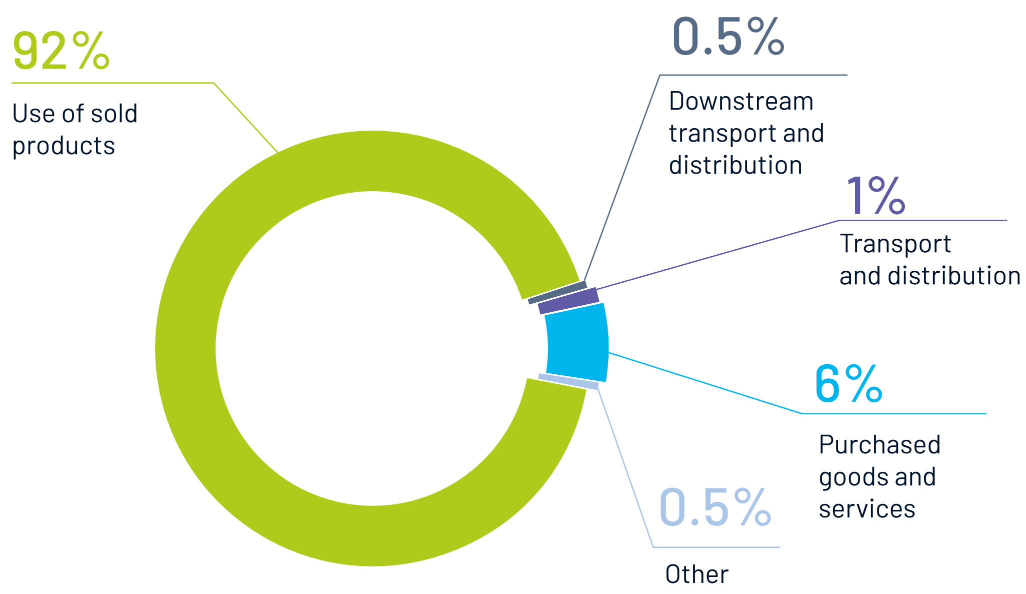
Scope 1 and Scope 2 (market-based) emissions (tCO_{2eq}) over the three-year period, broken down by Group company.



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

The chart below shows the five most significant impact categories identified in the calculation of Scope 3 emissions within the 2025 Carbon Footprint assessment [43].

[43] *For presentation purposes, the chart includes rounding on the order of +/- 0.5%.*



Within **Scope 3**, **Category 11**, "**Use of Sold Products**", is the most emissions-intensive area. These include, for example, emissions associated with the electricity needed to properly operate industrial machinery and plants.

This analysis is not merely a technical exercise: for Angelini Technologies, it is a strategic tool for promoting more informed choices and reducing impacts across the value chain.

Aware of their impact on the wider environment, the Group is committed to progressively strengthening its decarbonization efforts through the tangible deployment of the main levers available. In line with the objectives set out in the ESG Plan, the company will continue to promote integrated approaches, engagement with the value chain, and innovative solutions—including ecodesign initiatives with a specific focus on reducing the energy intensity of its production lines.

Energy consumption

The company's main energy source is electricity, with a residual use of natural gas in production, ancillary services, and general services.

Within the Italian reporting boundary, electricity is used for a range of activities, including **machinery production**, **compressed-air generation**, **lighting**, **air conditioning**, and **the operation of utilities linked to general services**. Among these, air conditioning is one of the main sources of consumption, particularly in the production departments and the technical and administrative offices. This is due in particular to the machine testing phase, during which a significant volume of conditioned air is drawn in and, once used, is expelled without any heat-recovery system. Added to this is the energy impact stemming from the large volumes of the spaces and the characteristics of the building envelopes, which have high thermal transmittance. The recent construction of new offices has had a positive effect, thanks to improved energy efficiency and a **consequent reduction** in energy consumption of the buildings, which are characterized by high thermal transmittance.

As for natural gas, this is used mainly for general services—such as heating, limited to small portions of the plant—and for activities connected with the company canteen. The Group aims for the continuous improvement of energy efficiency, progressively reducing its use of fossil fuels and increasing its self-sufficiency in electricity generation, as noted above.

The following measures have been completed in recent years:

- 1.36 MW **photovoltaic carport**;
- 1.3 MW **photovoltaic roof**;
- charging **stations** for electric vehicles (20);
- **a system to produce domestic hot water** for the canteen service. The new system replaces the old gas boiler with a heat pump coupled to an electric boiler, reducing both consumption and direct carbon dioxide emissions;
- **an air-conditioning system for the data center rooms.** The project involved air-conditioning the data center rooms with dedicated, low-power heat pumps, eliminating the previous setup, which relied on connection to the building's general air-conditioning system. This made it possible to switch off the general air conditioning outside working hours.

More recently, a new **Power Center** was built, including the upgrade of the compressed-air generation systems and the implementation of utilities serving the air-conditioning system, along with the replacement of the hydrofilter with a dry filter.

The following figures present, in aggregate form, the energy consumption of Angelini Technologies S.p.A., which includes Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai, and Fameccanica North America. In fiscal year 2025, total fuel consumption was **3,785 GJ**.

At the same time, energy consumption plays a very important role in assessing overall impacts. In 2025, Angelini Technologies purchased a total of **21,867 GJ** of electricity, up approximately 1% from 2024. Furthermore, the investments made in the photovoltaic solar systems installed by Angelini Technologies enabled the Company to self-generate a total of 5,983.9 GJ in 2025.

3,785 GJ

TOTAL FUEL CONSUMPTION IN 2025

Responsible use of natural resources

RESPONSIBLE MANAGEMENT OF RAW MATERIALS

Fameccanica.Data S.p.A. builds its systems using two main types of components:

1. **Commercial components**, which account for approximately 50% of the raw-material cost of the systems. These may be standardized or assembled into more complex units comprising thousands of subcomponents.
2. **Components made to a drawing (design components)**, for which mainly steel, aluminum and, to a lesser extent, plastic polymers are used.

With regard to **the packaging** of the systems or their components, the **Company** has launched an initiative in view of the PPWR (Packaging and Packaging Waste Regulation) and mainly uses wood and cardboard, materials whose recycling is the responsibility of the end customer. The use of plastic is limited, mainly to protecting parts or systems within the primary packaging.

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

WATER RESOURCES

Angelini Technologies attaches great importance to protecting the environment and safeguarding natural resources, actively working to ensure that communities have access to **uncontaminated resources**. In keeping with an approach geared toward continuous improvement and technological innovation, the Company carries out regular checks to identify new opportunities to optimize and improve the efficiency of its management of environmental resources, including water resources: for example, within the Italian reporting boundary, the Company has decommissioned a hydrofilter system, replacing it with one that uses dry filters. The Company will also assess the gradual decommissioning of the remaining hydrofilters, in order to achieve a less significant environmental and energy impact than at present.

Angelini Technologies recognizes the strategic value of managing natural resources sustainably. Although it does not use water to any significant extent in its production processes—and therefore does not consider it a critical environmental priority for its operations—the Company attaches great importance to protecting water resources as an essential common good. From this perspective, Fameccanica is committed to the careful and responsible management of water consumption, through constant monitoring of usage and the adoption of efficiency measures wherever possible, in both civil uses and technical systems. Its focus on sustainability is also reflected in the promotion of responsible behavior among the people working at its sites, thereby helping to protect water resources and reduce the overall environmental impact.

Water resource withdrawal

Within the Italian reporting boundary, drinking water is drawn from the municipal water network and collected in dedicated tanks, from which it is distributed through an internal system to various points of use, such as drinking fountains, restrooms, and the canteen. In addition, the Company also uses water drawn from the municipal reclamation network, which is distributed through a dedicated system. Numerous withdrawal points are located around the company site for irrigation, the operation of fire-fighting systems, and specific production systems such as hydrofilters—special machines that abate the dust released by the lines under testing.
For the overseas sites in Shanghai (FMS) and North America (FNA), water is also sourced through third parties, namely external water-service providers. At the Fameccanica Machinery Shanghai site, these withdrawals are used for industrial and residential purposes.

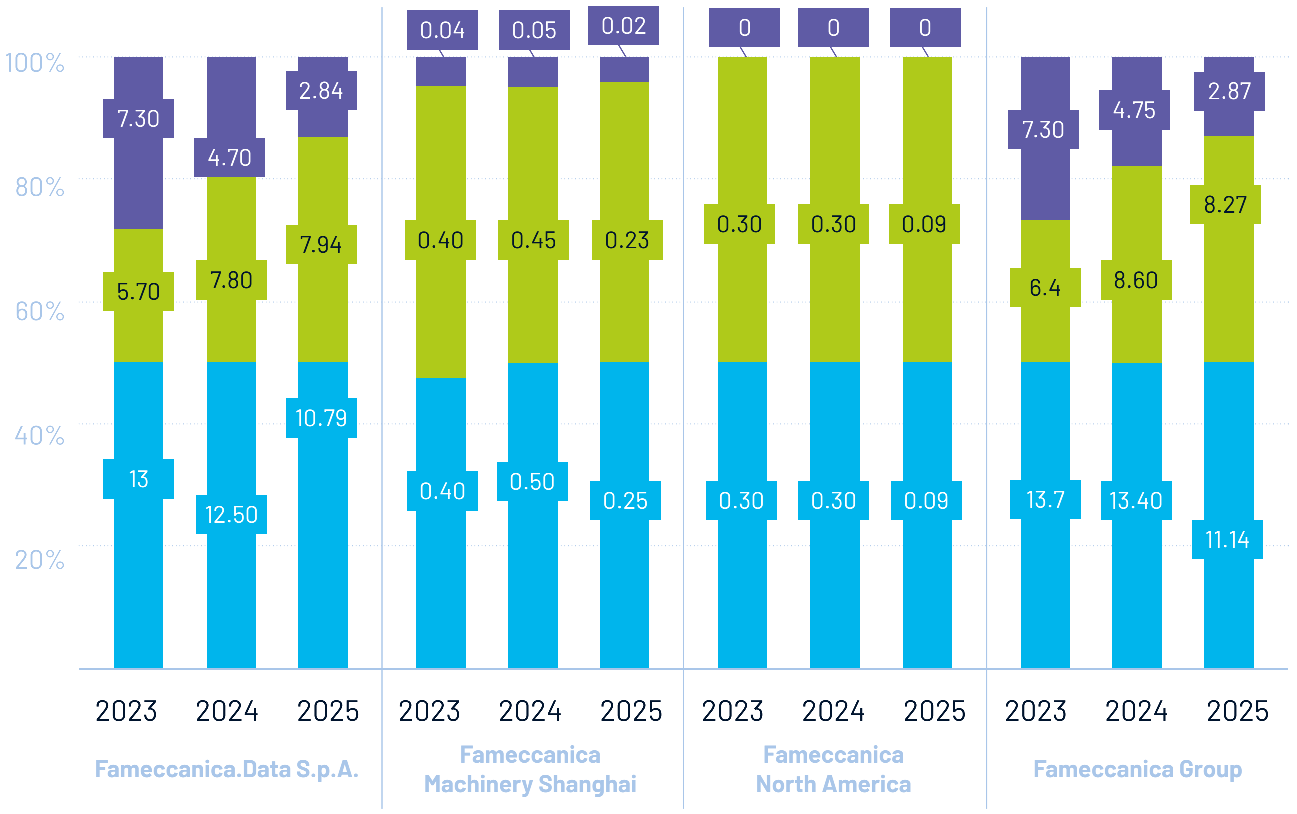
Water withdrawal for production purposes is closely tied to the use of **hydrofilters**, which are employed to reduce the dust generated during line testing. The impact of this use varies according to the number of testing hours and the number of machines in operation—factors that cannot be predicted in advance. Across the company's sites, a distinction is made between the types of water used at the various plants, including **drinking water, reclaimed water, and water used for services**. Water consumption is monitored, with particular attention to water intended for human consumption drawn from the drinking-water network and to water drawn from the land reclamation consortium for production use.

The Italian plant also holds a permit, issued by the competent authorities, to discharge water comparable to domestic wastewater into the sewer system, provided the required conditions and limits are met. Liquids generated by industrial processes are managed as special waste and sent for recovery or disposal, in compliance with the **environmental regulations in force**.

The data below present, in aggregate form, the water resources used by Angelini Technologies, which include Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai, and Fameccanica North America, where water consumption is the difference between total water withdrawal and total water discharge.

[44] Fameccanica Italia's production process does not involve the use of water in the industrial processes for manufacturing products, nor its use within the finished products. Treating the "Water Discharge" item as the difference between "Water Withdrawal" and "Water Consumption," it should be noted that, for 2025, the "Water Consumption" figures for Fameccanica.Data S.p.A. are the following: (cont.)

Water resources, broken down by Group company over the three-year period [44].



WASTE

Angelini Technologies manages the waste generated by its activities in a structured and responsible manner, with the primary objective of reducing its environmental impact and maximizing resource recovery. Most of the waste generated by the Group comes from **assembly** (mainly plastic packaging; cartons from commercial parts purchased for machine assembly; and scrap iron, steel, and electrical cables) and from **machine testing** (mainly raw materials such as nonwovens, cellulose, superabsorbent, adhesives, and finished-product scrap), whose characteristics are determined by the customers, so no preventive assessments can be made.

Specific projects on topics also related to potential environmental impacts—for example, reducing raw-material waste—are carried out by dedicated internal departments (such as Research and Development), including assessments conducted with the customers themselves to determine whether they can be **applied to the machines being designed**.

Wherever possible, Angelini Technologies always favors sending **the waste it produces for recovery** rather than disposal. Accordingly, when selecting a facility and deciding on the destination of the waste produced, technical and regulatory considerations take precedence over purely economic ones. Moreover, historically, only a small share of the waste produced (< 5% of the total) is hazardous.

The waste produced is entrusted to environmental service providers holding all the authorizations required to transport and/or treat the specific waste assigned to them. The flow is managed and regulated through a **dedicated service contract** signed between the parties, including documentary evidence for appropriate internal review both before (e.g., authorizations, insurance policies) and during (copies of waste transport forms) the engagement.

The waste streams generated at the various company sites are tracked using transport **forms** and specific loading and unloading registers, in accordance with regulations and the relevant deadlines. The Company uses a management tool that records all data on the waste it manages and produces (quantities, types, destinations, transporters, recovery/disposal operations, etc.), including for the purposes of periodic regulatory reporting (e.g., MUD, RENTRI) [45].

[44 cont] a) Water consumption for human use (drinking water from company dispensers and meal preparation) = 700 L per day x 220 days per year, equivalent to 0.154 Megal;

b) Water consumption for hydrofilters = 10,000 L for 20 purging operations, equivalent to 0.200 Megal;

c) Consumption of non-fresh water (>1,000 mg/L total dissolved solids) = 2.494 Megal.

Consequently, the "Water Discharge" component—equal to the difference between "Water Withdrawal" and "Water Consumption"—is: 10,796 - 2,848 = 7,948 Megal

[45] In 2025, the new RENTRI regulation entered into force, and the Company aligned with it as a Producer for the operating sites where special waste is generated.

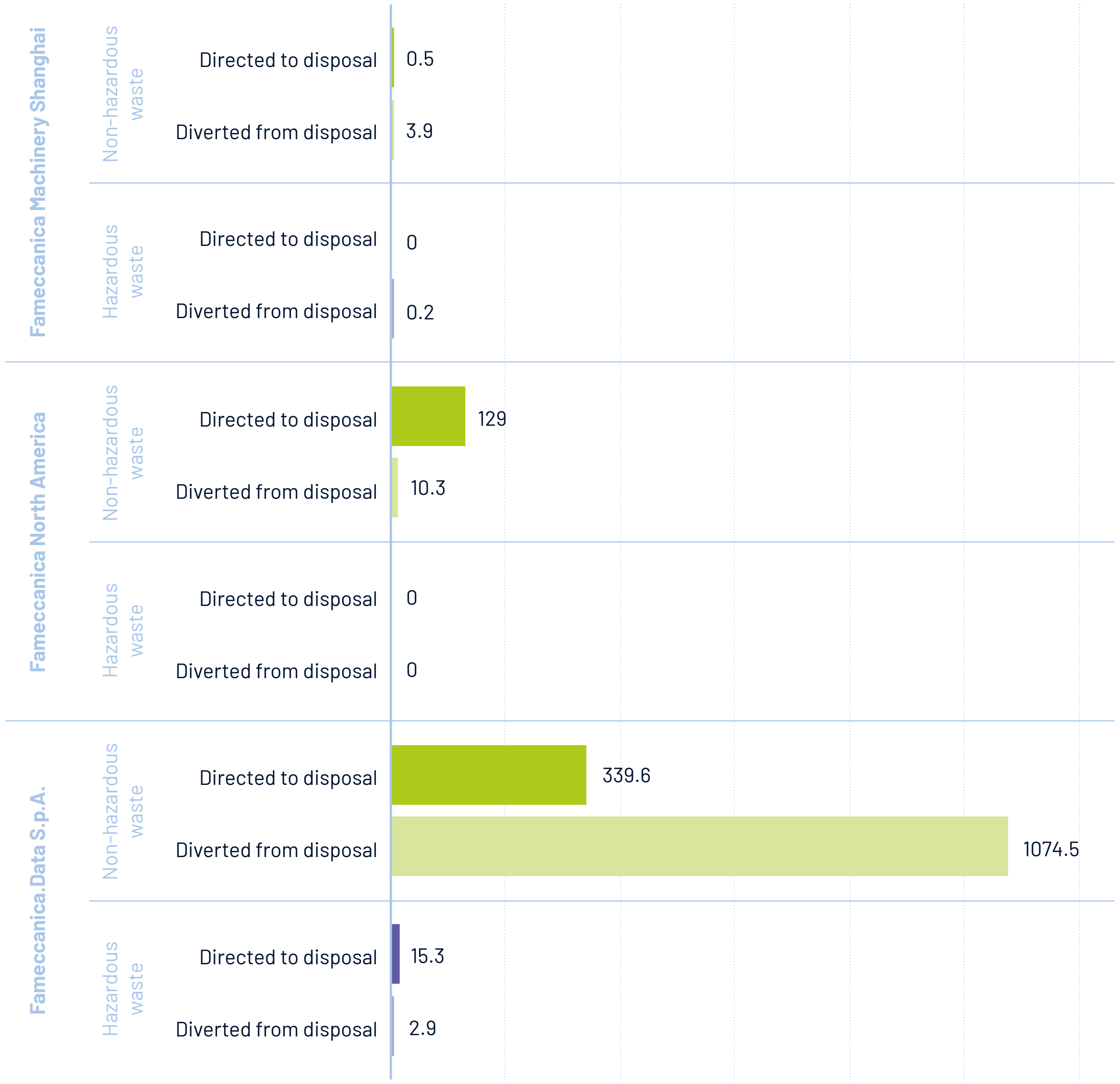
The subsidiary **Fameccanica Machinery Shanghai** takes general measures to prevent the generation of waste, both within its facilities and across the entire value chain. Constant monitoring of the volume of waste in the factory makes it possible to act promptly, engaging third parties to collect and transport waste efficiently and responsibly.

Within the offices, all staff are encouraged to **separate dry and wet waste**, with the aim of simplifying disposal and promoting recycling. In the production area, waste management is handled in collaboration with specialized external companies responsible for classification and subsequent treatment for material recovery.

In the factory, waste is first collected by cleaning staff and taken to a **dedicated storage area**. Once the expected volume is reached, the companies responsible for collection are called in. In the offices, too, waste is collected regularly and disposed of in accordance with the provisions of the municipal collection points. As a plant dedicated to assembly, the Shanghai site mainly generates waste consisting of **packaging materials and processing scrap**, which is readily recyclable in most cases.

The figures below present, in aggregate form, the quantities of waste produced by Angelini Technologies, which include Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai, and Fameccanica North America. Please note that, for the waste listed below that is subject to disposal or material recovery, these activities were carried out entirely at an external site.

Waste by site (metric tons – 2025)



Appendix

GRI 2-9 [46]

Governance structure and composition of Fameccanica.Data S.p.A.	2025					
	Number			Percentage		
	Women	Men	Total	Women	Men	Total
Board of Directors	-	3	**3**	-	100%	**100%**
Members meeting the independence requirement	-	-	**-**	-	-	**-**
Board of Statutory Auditors	1	4	**5**	20%	80%	**100%**
Supervisory Body	-	3	**3**	-	100%	**100%**
Leadership Team	1	8	**9**	11%	89%	**100%**

Board of Directors Fameccanica.Data S.p.A. as of December 31, 2025	Gender	Age range	Role
Francesco D'Aponte	Male	>50	Director
Luigi De Vito	Male	>50	CEO
Sergio Marullo di Condojanni	Male	30-50	Chairman

Leadership Team as of December 31, 2025	Gender	Age range	Role
Luigi De Vito	Male	>50	CEO
Luca Cesiro	Male	>50	Global Operations Director
Andrea Geromin	Male	30-50	Global Purchasing Director
Gianluca Rossi	Male	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

[46] With reference to the personnel-related KPIs, minor discrepancies may occur between the overall figure and the sum of the individual categories of the same KPI. This difference is due to the rounding of decimal figures inherent in the methodology used to calculate the number of employees, which is based on the annual average. For consistency and clarity, note that the reported environmental data are also subject to rounding (max +/-0.5).

Personnel indicators

GRI 2-7

EMPLOYEES (no.)	GROUP								
	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Fixed-term	1	3	**4**	-	-	**-**	1	11	**12**
Permanent	68	552	**620**	62	555	**617**	60	553	**613**
TOTAL	**69**	**555**	**624**	**62**	**555**	**617**	**61**	**564**	**625**
Full-time	67	554	**621**	60	554	**614**	59	563	**622**
Part-time	2	1	**3**	2	1	**3**	2	1	**3**
TOTAL	**69**	**555**	**624**	**61**	**555**	**617**	**61**	**564**	**625**

EMPLOYEES (no.)	Angelini Technologies S.p.A.		
	2025		
	Women	Men	Total
Fixed-term	0	0	**0**
Permanent	2	1	**3**
TOTAL	**2**	**1**	**3**
Full-time	2	1	**3**
Part-time	0	0	**0**
TOTAL	**2**	**1**	**3**

EMPLOYEES (no.)	Fameccanica.Data S.p.A.								
	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Fixed-term	-	-	**-**	-	-	**-**	-	-	**-**
Permanent	53	484	**537**	45	473	**518**	44	476	**520**
TOTAL	**53**	**484**	**537**	**45**	**473**	**518**	**44**	**476**	**520**
Full-time	51	483	**534**	43	472	**515**	42	475	**517**
Part-time	2	1	**3**	2	1	**3**	2	1	**3**
TOTAL	**53**	**484**	**537**	**45**	**473**	**518**	**44**	**476**	**520**

EMPLOYEES (no.)	Fameccanica Machinery Shanghai								
	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Fixed-term	1	3	**4**	-	-	**-**	1	11	**12**
Permanent	5	15	**20**	7	32	**39**	6	28	**34**
TOTAL	**6**	**18**	**24**	**7**	**32**	**39**	**7**	**39**	**46**
Full-time	6	18	**24**	7	32	**39**	7	39	**46**
Part-time	0	0	**0**	-	-	**-**	-	-	**-**
TOTAL	**6**	**18**	**24**	**7**	**32**	**39**	**7**	**39**	**46**

EMPLOYEES (no.)	Fameccanica North America								
	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Fixed-term	0	0	**0**	-	-	**-**	-	-	**-**
Permanent	8	52	**60**	10	50	**60**	10	49	**59**
TOTAL	**8**	**52**	**60**	**10**	**50**	**60**	**10**	**49**	**59**
Full-time	8	52	**60**	10	50	**60**	10	49	**59**
Part-time	0	0	**0**	-	-	**-**	-	-	**-**
TOTAL	**8**	**52**	**60**	**10**	**50**	**60**	**10**	**49**	**59**

GRI 2-8

WORKERS WHO ARE NOT EMPLOYEES (no.)	2025	2024	2023
TOTAL	**108**	**56**	**32**

GRI 401-1

NEW HIRES AND TURNOVER (no.)		GROUP			
		2025			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	3	-	73.53%	0.00%
	Men	4	1	10.98%	2.75%
	Total	**7**	**1**	**17.28%**	**2.47%**
30-50 years	Women	6	10	11.19%	18.64%
	Men	17	28	5.38%	8.86%
	Total	**23**	**38**	**6.22%**	**10.28%**
>50 years	Women	-	1	0.0%	8.82%
	Men	7	24	3.46%	11.86%
	Total	**7**	**25**	**3.28%**	**11.70%**
TOTAL	**Women**	**9**	**11**	**13.03%**	**15.93%**
	Men	**28**	**53**	**5.05%**	**9.56%**
	Total	**37**	**64**	**5.93%**	**10.26%**

NEW HIRES AND TURNOVER (no.)		Angelini Technologies S.p.A.			
		2025			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	0	0	0.00%	0.00%
	Men	0	0	0.00%	0.00%
	Total	**0**	**0**	**0.00%**	**0.00%**
30-50 years	Women	0	2	0.00%	83.09%
	Men	0	2	0.00%	344.23%
	Total	**0**	**4**	**0.00%**	**133.87%**
>50 years	Women	0	1	0.00%	1204.82%
	Men	0	0	0.00%	0.00%
	Total	**0**	**1**	**0.00%**	**1204.82%**
TOTAL	**Women**	**0**	**3**	**0.00%**	**120.48%**
	Men	**0**	**2**	**0.00%**	**344.23%**
	Total	**0**	**5**	**0.00%**	**162.81%**

NEW HIRES AND TURNOVER (no.)		Fameccanica.Data S.p.A.			
		2025			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	3	0	100.00%	0.00%
	Men	3	1	8.82%	2.94%
	Total	**6**	**1**	**16.22%**	**2.70%**
30-50 years	Women	5	2	12.20%	4.88%
	Men	12	3	4.56%	1.14%
	Total	**17**	**5**	**5.59%**	**1.64%**
>50 years	Women	0	0	0.00%	0.00%
	Men	5	22	2.67%	11.76%
	Total	**5**	**22**	**2.55%**	**11.22%**
TOTAL	**Women**	**8**	**2**	**15.09%**	**3.77%**
	Men	**20**	**26**	**4.13%**	**5.37%**
	Total	**28**	**28**	**5.21%**	**5.21%**

NEW HIRES AND TURNOVER (no.)		Fameccanica Machinery Shanghai			
		2025			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	-	-	-	-
	Men	-	-	-	-
	Total	**-**	**-**	**-**	**-**
30-50 years	Women	-	5	-	89.91%
	Men	-	19	-	118%
	Total	**-**	**24**	**-**	**110.79%**
>50 years	Women	-	-	-	-
	Men	-	2	-	100.4%
	Total	**-**	**2**	**-**	**100.4%**
TOTAL	**Women**	**-**	**5**	**-**	**89.91%**
	Men	**-**	**21**	**-**	**116.06%**
	Total	**-**	**26**	**-**	**109.91%**

NEW HIRES AND TURNOVER (no.)		Fameccanica North America			
		2025			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	-	-	-	-
	Men	1	-	50.00%	-
	Total	**1**	-	**33.33%**	-
30-50 years	Women	1	1	20.00%	20.00%
	Men	5	4	13.89%	11.11%
	Total	**6**	**5**	**14.63%**	**12.20%**
>50 years	Women	-	-	-	-
	Men	2	-	14.29%	-
	Total	2	-	12.50%	-
TOTAL	**Women**	**1**	**1**	**12.50%**	**12.50%**
	Men	**8**	**4**	**15.38%**	**7.69%**
	Total	**9**	**5**	**15.00%**	**8.33%**

NEW HIRES AND TURNOVER (no.)		GROUP			
		2024			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	2	1	54.5%	27.2%
	Men	13	2	33.0%	5.1%
	Total	**15**	**3**	**34.8%**	**7.0%**
30-50 years	Women	6	2	12.8%	4.3%
	Men	16	23	5.0%	7.2%
	Total	**22**	**25**	**6.0%**	**6.8%**
>50 years	Women	-	1	0.0%	8.9%
	Men	2	9	1.0%	4.6%
	Total	**2**	**10**	**0.9%**	**4.8%**
TOTAL	**Women**	**8**	**4**	**12.9%**	**6.4%**
	Men	**31**	**34**	**5.6%**	**6.1%**
	Total	**39**	**38**	**6.3%**	**6.2%**

NEW HIRES AND TURNOVER (no.)		Fameccanica.Data S.p.A.			
		2024			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	2	1	75.0%	38.0%
	Men	13	2	35.0%	5.0%
	Total	15	3	38.0%	8.0%
30-50 years	Women	4	-	12.0%	-
	Men	13	6	5.0%	2.0%
	Total	**17**	**6**	**6.0%**	**2%**
>50 years	Women	-	-	-	-
	Men	1	6	1.0%	3.0%
	Total	1	6	1.0%	3.0%
TOTAL	**Women**	**6**	**1**	**13.0%**	**2.0%**
	Men	**27**	**14**	**6.0%**	**3.0%**
	Total	**33**	**15**	**6.0%**	**3.0%**

NEW HIRES AND TURNOVER (no.)		Fameccanica Machinery Shanghai			
		2024			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	-	-	-	-
	Men	-	-	-	-
	Total	**-**	**-**	**-**	**-**
30-50 years	Women	-	-	-	-
	Men	-	13	-	43.3%
	Total	**-**	**13**	**-**	**35.1%**
>50 years	Women	-	-	-	-
	Men	-	1	-	50.0%
	Total	**-**	**1**	**-**	**50.0%**
TOTAL	**Women**	**-**	**-**	**-**	**-**
	Men	**-**	**14**	**-**	**43.7%**
	Total	**-**	**14**	**-**	**35.9%**

NEW HIRES AND TURNOVER (no.)		GROUP			
		2023			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	1	1	14.3%	14.3%
	Men	4	1	10.8%	2.7%
	Total	**5**	**2**	**11.4%**	**4.5%**
30-50 years	Women	5	5	11.9%	11.9%
	Men	14	21	4.3%	6.4%
	Total	**19**	**26**	**5.1%**	**7.0%**
>50 years	Women	0	1	0.0%	8.3%
	Men	4	25	2.0%	12.6%
	Total	**4**	**26**	**1.9%**	**12.3%**
TOTAL	**Women**	**6**	**7**	**9.8%**	**11.5%**
	Men	**22**	**47**	**3.9%**	**8.3%**
	Total	**28**	**54**	**4.5%**	**8.6%**

NEW HIRES AND TURNOVER (no.)		Fameccanica North America			
		2024			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	-	-	-	-
	Men	-	-	-	-
	Total	**-**	**-**	**-**	**-**
30-50 years	Women	2	2	33.3%	33.3%
	Men	3	4	8.6%	11.4%
	Total	**5**	**6**	**12.2%**	**14.6%**
>50 years	Women	-	1	-	33.3%
	Men	1	2	7.7%	15.4%
	Total	**1**	**3**	**6.2%**	**18.7%**
TOTAL	**Women**	**2**	**3**	**20.0%**	**30.0%**
	Men	**4**	**6**	**8.0%**	**12.0%**
	Total	**6**	**9**	**10.0%**	**15.0%**

NEW HIRES AND TURNOVER (no.)		Fameccanica.Data S.p.A.			
		2023			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	1	-	20.0%	-
	Men	4	-	11.8%	-
	Total	**5**	**-**	**12.8%**	**-**
30-50 years	Women	4	1	13.8%	3.45%
	Men	7	7	2.7%	2.71%
	Total	**11**	**8**	**3.8%**	**2.8%**
>50 years	Women	-	1	-	10%
	Men	2	21	1.1%	11.4%
	Total	**2**	**22**	**1.0%**	**11.3%**
TOTAL	**Women**	**5**	**2**	**11.4%**	**4.5%**
	Men	**13**	**28**	**2.7%**	**5.8%**
	Total	**18**	**30**	**3.5%**	**5.8%**

NEW HIRES AND TURNOVER (no.)		Fameccanica Machinery Shanghai			
		2023			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	-	-	-	-
	Men	-	-	-	-
	Total	**-**	**-**	**-**	**-**
30-50 years	Women	1	1	14.3%	14.3%
	Men	1	6	2.7%	16.2%
	Total	**2**	**7**	**4.5%**	**15.9%**
>50 years	Women	-	-	-	-
	Men	-	-	-	-
	Total	**-**	**-**	**-**	**-**
TOTAL	**Women**	**1**	**1**	**14.3%**	**14.3%**
	Men	**1**	**6**	**2.6%**	**15.4%**
	Total	**2**	**7**	**4.3%**	**15.2%**

NEW HIRES AND TURNOVER (no.)		Fameccanica North America			
		2023			
		New hires	Exits	Hiring rate	Turnover rate
<30 years	Women	-	1	-	50.0%
	Men	-	1	-	33.3%
	Total	**-**	**2**	**-**	**40.0%**
30-50 years	Women	1	3	16.7%	50.0%
	Men	5	8	15.1%	24.2%
	Total	**6**	**11**	**15.4%**	**28.2%**
>50 years	Women	-	-	-	-
	Men	2	4	15.4%	30.8%
	Total	**2**	**4**	**13.3%**	**26.7%**
TOTAL	**Women**	**1**	**4**	**10.0%**	**40.0%**
	Men	**7**	**13**	**14.3%**	**26.5%**
	Total	**8**	**17**	**13.6%**	**28.8%**

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EMPLOYEE DIVERSITY (no.)	GROUP									
	2025									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	3	7	**10**	-	12	**12**	**22**
Managers	-	-	**-**	7	44	**51**	-	16	**16**	**67**
Employees	3	13	**16**	44	191	**235**	11	137	**148**	**399**
Workers	1	23	**24**	-	74	**74**	-	38	**38**	**136**
TOTAL	**4**	**36**	**40**	**54**	**316**	**370**	**11**	**202**	**213**	**624**

EMPLOYEE DIVERSITY (no.)	Angelini Technologies S.p.A.									
	2025									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	1	1	**2**	-	-	**-**	**2**
Managers	-	-	**-**	1	-	**1**	-	-	**-**	**1**
Employees	-	-	**-**	1	-	**1**	-	-	**-**	**1**
Workers	-	-	**-**	-	-	**-**	-	-	**-**	**-**
TOTAL	**-**	**-**	**-**	**3**	**1**	**4**	**-**	**-**	**-**	**4**

EMPLOYEE DIVERSITY (no.)	Fameccanica.Data S.p.A.									
	2025									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	1	6	**7**	-	11	**11**	**18**
Managers	-	-	**-**	4	33	**37**	-	16	**16**	**53**
Employees	3	12	**15**	36	162	**198**	9	134	**143**	**356**
Workers	-	22	**22**	-	62	**62**	-	26	**26**	**110**
TOTAL	**3**	**34**	**37**	**41**	**263**	**304**	**9**	**187**	**196**	**537**

EMPLOYEE DIVERSITY (no.)	Fameccanica Machinery Shanghai									
	2025									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	1	-	**1**	-	-	**-**	**1**
Managers	-	-	**-**	2	2	**4**	-	1	**1**	**5**
Employees	-	-	**-**	2	14	**16**	-	-	**-**	**16**
Workers	-	-	**-**	-	1	**1**	-	1	**1**	**2**
TOTAL	**-**	**-**	**-**	**6**	**16**	**22**	**-**	**2**	**2**	**24**

EMPLOYEE DIVERSITY (no.)	Fameccanica North America									
	2025									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	-	1	**1**	-	-	**-**	**1**
Managers	-	-	**-**	-	9	**9**	-	-	**-**	**9**
Employees	-	1	**1**	5	15	**20**	2	3	**5**	**26**
Workers	1	1	**2**	-	11	**11**	-	11	**11**	**24**
TOTAL	**1**	**2**	**3**	**5**	**36**	**41**	**2**	**14**	**16**	**60**

EMPLOYEE DIVERSITY (no.)	GROUP									
	2024									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	1	7	**8**	-	9	**9**	**17**
Managers	-	-	**-**	10	45	**55**	-	15	**15**	**70**
Employees	3	16	**19**	36	186	**222**	11	137	**148**	**389**
Workers	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									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	1	6	**7**	-	9	**9**	**16**
Managers	-	-	**-**	2	27	**29**	-	15	**15**	**44**
Employees	3	14	**17**	31	154	**185**	8	133	**141**	**343**
Workers	-	23	**23**	-	67	**67**	-	25	**25**	**115**
TOTAL	**3**	**37**	**40**	**34**	**254**	**288**	**8**	**182**	**190**	**518**

EMPLOYEE DIVERSITY (no.)	Fameccanica Machinery Shanghai									
	2024									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	-	-	**-**	-	-	**-**	-
Managers	-	-	**-**	5	12	**17**	-	-	**-**	**17**
Employees	-	-	**-**	2	16	**18**	-	-	**-**	**18**
Workers	-	-	**-**	-	2	**2**	-	2	**2**	**4**
TOTAL	**-**	**-**	**-**	**7**	**30**	**37**	**-**	**2**	**2**	**39**

EMPLOYEE DIVERSITY (no.)	Fameccanica North America									
	2024									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	-	1	**1**	-	-	**-**	**1**
Managers	-	-	**-**	3	6	**9**	-	-	**-**	**9**
Employees	-	2	**2**	3	16	**19**	3	4	**7**	**28**
Workers	1	-	**1**	-	12	**12**	-	9	**9**	**22**
TOTAL	**1**	**2**	**3**	**6**	**35**	**41**	**3**	**13**	**16**	**60**

EMPLOYEE DIVERSITY (no. %)		GROUP						
		2025						
		Gender			Age groups			
		Women	Men	Total	<30 years	30-50 years	>50 years	TOTAL
Executives	no.	3	19	**22**	-	10	12	**19**
	%	0.18%	2.93%	**3.10%**	0.00%	1.60%	1.84%	**3.45%**
Managers	no.	7	60	**68**	-	51	16	**65**
	%	0.92%	9.58%	**10.50%**	0.00%	8.16%	2.55%	**10.71%**
Employees	no.	58	341	**399**	16	235	148	**396**
	%	9.27%	55.14%	**64.40%**	2.62%	37.63%	23.75%	**64.00%**
Workers	no.	1	135	**136**	24	74	38	**135**
	%	0.16%	21.84%	**22.00%**	3.88%	11.86%	6.11%	**21.84%**
TOTAL	**no.**	**69**	**555**	**624**	**40**	**370**	**214**	**624**
	%	**10.52%**	**89.48%**	**100.00%**	**6.49%**	**59.25%**	**34.26%**	**100.00%**

EMPLOYEE DIVERSITY (no. %)		GROUP						
		2024						
		Gender			Age groups			
		Women	Men	Total	<30 years	30-50 years	>50 years	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%**
Employees	no.	50	339	**389**	19	222	148	**389**
	%	8.1%	55.0%	**63.1%**	3.1%	36.0%	24.0%	**63.1%**
Workers	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 groups			TOTAL
		Women	Men	Total	<30 years	30-50 years	>50 years	
Executives	no.	26	3	**29**	0	19	**10**	**29**
	%	4%	0%	**5%**	0%	3%	**2%**	**5%**
Managers	no.	46	5	**51**	0	35	**16**	**51**
	%	7%	1%	**8%**	0%	6%	**3%**	**8%**
Employees	no.	357	52	**409**	19	238	**152**	**409**
	%	57%	8%	**65%**	3%	38%	**24%**	**65%**
Workers	no.	135	1	**136**	25	78	**33**	**136**
	%	22%	0%	**22%**	4%	13%	**5%**	**22%**
TOTAL	**no.**	**564**	**61**	**625**	**44**	**370**	**211**	**625**
	%	**90%**	**10%**	**100%**	**7%**	**59%**	**34%**	**100%**

EMPLOYEE DIVERSITY (no.)	GROUP									
	2023									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	3	16	**19**	-	10	**10**	**29**
Managers	-	-	**-**	5	30	**35**	-	16	**16**	**51**
Employees	6	13	**19**	34	204	**238**	12	140	**152**	**409**
Workers	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									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	-	1	6	**7**	-	10	**10**	**17**
Managers	-	-	-	2	24	**26**	-	16	**16**	**42**
Employees	5	12	**17**	26	162	**188**	10	135	**145**	**350**
Workers	-	22	**22**	-	66	**66**	-	23	**23**	**111**
TOTAL	**5**	**34**	**39**	**29**	**258**	**287**	**10**	**184**	**194**	**520**

EMPLOYEE DIVERSITY (no.)	Fameccanica Machinery Shanghai									
	2023									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	-	2	9	**11**	-	-	**-**	**11**
Managers	-	-	-	2	1	**3**	-	-	**-**	**3**
Employees	-	-	-	3	25	**28**	-	-	**-**	**28**
Workers	-	-	-	-	2	**2**	-	2	**2**	**4**
TOTAL	**-**	**-**	**-**	**7**	**37**	**44**	**-**	**2**	**2**	**46**

EMPLOYEE DIVERSITY (no.)	Fameccanica North America									
	2023									
	<30 years			30-50 years			>50 years old			TOTAL
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Executives	-	-	**-**	-	1	**1**	-	-	**-**	**1**
Managers	-	-	**-**	1	5	**6**	-	-	**-**	**6**
Employees	1	1	**2**	5	17	**22**	2	5	**7**	**31**
Workers	1	2	**3**	-	10	**10**	-	8	**8**	**21**
TOTAL	**2**	**3**	**5**	**6**	**33**	**39**	**2**	**13**	**15**	**59**

EMPLOYEES BY CLASSIFICATION BELONGING TO OTHER CATEGORIES	2025			2024			2023		
	Diversity categories			Diversity categories			Diversity categories		
	Protected categories	Disability	Total	Protected categories	Disability	Total	Protected categories	Disability	Total
Executives	0	0	**0**	0	0	**0**	0	0	**0**
Managers	0	2	**2**	0	2	**2**	0	0	**0**
Employees	5	16	**21**	6	20	**26**	7	23	**30**
Workers	5	1	**6**	5	1	**6**	5	2	**7**
TOTAL EMPLOYEES (no.)	**10**	**19**	**29**	**11**	**23**	**34**	**12**	**25**	**37**
Executives	0%	0%	**0%**	0%	0%	**0%**	0%	0%	**0%**
Managers	0%	7%	**7%**	0%	6%	**6%**	0%	0%	**0%**
Employees	18%	54%	**72%**	18%	59%	**76%**	19%	62%	**81%**
Workers	18%	3%	**21%**	15%	3%	**18%**	14%	5%	**19%**
TOTAL EMPLOYEES (%)	**36%**	**64%**	**100%**	**32%**	**68%**	**100%**	**33%**	**67%**	**100%**

GRI 404-1

ANNUAL TRAINING HOURS (no.)	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	77.0	413.8	**490.8**	0.7	247.2	**248.0**	19.5	243.5	**263.0**
Managers	168.0	1192.5	**1360.5**	27.0	1071.6	**1098.5**	111.5	1059.0	**1170.5**
Employees	1313.3	8331.3	**9644.6**	1193.7	8281.4	**9475.1**	1337.0	11361.0	**12698.0**
Workers	-	3732.6	**3732.6**	-	6001.2	**6001.2**	-	4377.0	**4377.0**
TOTAL	**1558.3**	**13670.8**	**15228.5**	**1221.4**	**15601.4**	**16822.8**	**1468.0**	**17040.5**	**18508.5**

ANNUAL TRAINING HOURS (no.)	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	28.0	22.0	**22.8**	0.7	15.4	**14.6**	6.50	9.43	**9.12**
Managers	22.9	20.0	**20.3**	2.7	17.8	**15.6**	23.07	22.94	**22.95**
Employees	22.6	24.4	**24.1**	24.0	24.4	**24.4**	25.58	31.87	**30.94**
Workers	-	27.6	**27.4**	-	43.0	**42.7**	-	32. 42	**32.11**
TOTAL	**22.5**	**24.6**	**24.4**	**19.8**	**28.1**	**27.31**	**23.89**	**30.24**	**29.61**

GRI 205-2

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		GROUP - 2025				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	21	64	385	135	**605**
	%	100.00%	96.52%	96.49%	99.03%	**98.09%**
Employees who completed anti-corruption training	no.	21	64	385	135	**605**
	%	100.00%	96.52%	96.49%	99.03%	**98.09%**
Employees by category	no.	22	67	399	136	**624**

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Angelini Technologies S.p.A. - 2025				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	1	1	1	-	**3**
	%	100%	100%	100%	-	**100%**
Employees who completed anti-corruption training	no.	1	1	1	-	**3**
	%	100%	100%	100%	-	**100**
Employees by category	no.	1	1	1	-	**3**

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica.Data S.p.A. - 2025				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	18	52	356	111	**537**
	%	100%	100%	100%	100%	**100%**
Employees who completed anti-corruption training	no.	18	52	356	111	**537**
	%	100%	100%	100%	100%	**100%**
Employees by category	no.	18	52	356	111	**537**

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica Machinery Shanghai - 2025				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	1	3	2	-	**6**
	%	100%	56.25%	12.44%	-	**56.23%**
Employees who completed anti-corruption training	no.	1	3	2	-	**6**
	%	100%	56.25%	12.44%	-	**56.23%**
Employees by category	no.	1	5	16	1	**23**

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica North America - 2025				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	1	9	26	24	**60**
	%	100%	100%	100%	100%	**100%**
Employees who completed anti-corruption training	no.	1	9	26	24	**60**
	%	100%	100%	100%	100%	**100%**
Employees by category	no.	1	9	26	24	**60**

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		GROUP - 2024				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	17	53	371	22	**463**
	%	100%	75.4%	95.4%	15.7%	**70.59%**
Employees who completed anti-corruption training	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 ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica.Data S.p.A. - 2024				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	16	44	343	-	**403**
	%	100%	100%	100%	-	**100%**
Employees who completed anti-corruption training	no.	16	44	343	-	**403**
	%	100%	100%	100%	-	**100%**
Employees by category	no.	16	44	343	115	**518**

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica Machinery Shanghai - 2024				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	-	-	-	-	**-**
	%	-	-	-	-	**-**
Employees who completed anti-corruption training	no.	-	16	18	4	**38**
	%	-	100%	100%	100%	**100%**
Employees by category	no.	1	16	18	4	**39**

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) (no. %)		Fameccanica North America - 2024				
		Executives	Managers	Employees	Workers	Total
Employees informed of the organization's anti-corruption policies and procedures	no.	1	9	28	22	**60**
	%	100%	100%	100%	100%	**100%**
Employees who completed anti-corruption training	no.	1	9	28	22	**60**
	%	100%	100%	100%	100%	**100%**
Employees by category	no.	1	9	28	22	**60**

GRI 404-3

EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (no. %)		2025		
		Employees reviewed	Total employees	%
Executives	Men	18	19	95.99%
	Women	2	3	72.77%
	Total	**20**	**21**	**93.03%**
Managers	Men	55	59	92.02%
	Women	7	7	100%
	Total	**62**	**67**	**92.89%**
Employees	Men	328	341	96.14%
	Women	54	58	92.67%
	Total	**382**	**399**	**95.64%**
Workers	Men	126	135	93.40%
	Women	1	1	100.00%
	Total	**127**	**136**	**93.45%**
TOTAL	**Men**	**527**	**555**	**92.76%**
	Women	**64**	**69**	**95.03%**
	Total	**591**	**624**	**94.78%**

EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (no. %)		2024		
		Employees reviewed	Total employees	%
Executives	Men	16	16	100%
	Women	1	1	100%
	Total	**17**	**17**	**100%**
Managers	Men	58	60	96.4%
	Women	9	10	89.3%
	Total	**67**	**70**	**95.4%**
Employees	Men	326	339	96.1%
	Women	47	50	94.6%
	Total	**373**	**389**	**95.9%**
Workers	Men	126	140	90.3%
	Women	1	1	100%
	Total	**127**	**141**	**90.3%**
TOTAL	**Men**	**526**	**555**	**94.7%**
	Women	**58**	**62**	**93.9%**
	Total	**584**	**617**	**94.7%**

EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (no. %)		2023		
		Employees reviewed	Total employees	%
Executives	Men	19	26	73.1%
	Women	3	3	100%
	Total	**22**	**29**	**75.9%**
Managers	Men	46	46	100%
	Women	4	5	80%
	Total	**50**	**51**	**98%**
Employees	Men	334	357	93.6%
	Women	44	52	84.65
	Total	**378**	**409**	**92.4%**
Workers	Men	124	135	91.9%
	Women	1	1	100%
	Total	**125**	**136**	**91.9%**
TOTAL	**Men**	**523**	**564**	**92.7%**
	Women	**52**	**61**	**85.2%**
	Total	**575**	**625**	**92%**

GRI 403-8

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (no. %)		GROUP			
		2025		2024	
		EMPLOYEES	Workers who are not employees	EMPLOYEES	Workers who are not employees
Covered by this system	no.	621	108	604	52
	%	99.52%	100%	98.0%	93.7%
Covered by this system and subject to internal audit	no.	537	94	544	37
	%	86.11%	87.04%	88.2%	66.7%
Covered by this system and audited or certified by an external third party	no.	537	94	544	37
	%	86.11%	87.04%	88.2%	66.7%

GRI 403-9

WORK-RELATED INJURIES (Employees) (no.)	GROUP		
	2025	2024	2023
Fatalities as a result of work-related injury	-	-	-
High-consequence work-related injuries (excluding fatalities)	-	-	-
Recordable work-related injuries	4	3	2
Hours worked	1,053,231	1,052,841	1,068,515
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	3.8	2.8	1.9

WORK-RELATED INJURIES BY SOURCE (EMPLOYEES)	2025		
	Fameccanica. Data S.p.A.	Fameccanica Machinery Shanghai	Fameccanica North America
Number of fatalities as a result of work-related injury	-	-	-
Number of high-consequence work-related injuries (excluding fatalities)	-	-	-
Number of recordable work-related injuries	3	-	1
Number of hours worked	885,543	40,596	118,788
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	3.39	-	8.4

WORK-RELATED INJURIES BY SOURCE (EMPLOYEES)	2024		
	Fameccanica. Data S.p.A.	Fameccanica Machinery Shanghai	Fameccanica North America
Number of fatalities as a result of work-related injury	-	-	-
Number of high-consequence work-related injuries (excluding fatalities)	-	-	-
Number of recordable work-related injuries	2	-	1
Number of hours worked	865,754	67,086	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	-	8.3

GRI 403-10

WORK-RELATED ILL HEALTH (Employees) (no.)	GROUP		
	2025	2024	2023
Fatalities as a result of work-related ill health	-	-	-
Recordable cases of work-related ill health	1	1	-

Indicators relating to corporate bodies

GRI 2-9B

GOVERNANCE STRUCTURE AND COMPOSITION (no.) Fameccanica.Data S.p.A.	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Board of Directors, of which	-	3	**3**	-	3	**3**	-	3	**3**
members meeting the independence requirement	-	-	**-**	-	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 ON ANTI-CORRUPTION POLICIES AND PROCEDURES (BOARD OF DIRECTORS) (no. %) Fameccanica.Data S.p.A.		2025	2024	2023
Members of the governance body informed of the organization's anti-corruption policies and procedures (no.)	no.	3	3	3
	%	100%	100%	100%
Members of the governance body who completed anti-corruption training	no.	3	3	3
	%	100%	100%	100%
Members of the governance body	no.	3	3	3

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES (no. %)	2025			2024		
	Women	Men	Total	Women	Men	Total
<30 years	-	-	**-**	-	-	**-**
30-50 years	-	1	**1**	-	1	**1**
>50 years	-	2	**2**	-	2	**2**
TOTAL (no.)	**-**	**3**	**3**	**-**	**3**	**3**
<30 years	-	-	**-**	-	-	**-**
30-50 years	-	33%	**33%**	-	33%	**33%**
>50 years	-	66%	**33%**	-	66%	**33%**
TOTAL (%)	**-**	**100%**	**100%**	**-**	**100%**	**100%**

Environmental indicators

GRI 302-1

List of emission factors:

SCOPE 1	
Emissions from non-renewable fuels - offices and plants in Italy and abroad [47]	
Gasoline (petrol unleaded)	Ecoinvent 3.12
LPG	DESNZ 2025
Natural gas	Ecoinvent 3.12
Diesel	Ecoinvent 3.12
Emissions from non-renewable fuels - company fleet [48]	
Gasoline (motor vehicles)	Ecoinvent 3.12
LPG (motor vehicles)	DESNZ 2025
Natural gas (CNG/LNG)	Ecoinvent 3.12
Diesel	Ecoinvent 3.12
Emissions from renewable fuels	
Biomass (biogenic share)	N/A
Fugitive emissions	
Refrigerant gases	IPCC AR6
SCOPE 2	
Total Scope 2 (tCO_{2e}) purchased electricity - Location Based - offices and plants in Italy and abroad	Ecoinvent 3.12
Total Scope 2 (tCO_{2e}) purchased electricity - Market Based - offices and plants in Italy and abroad [49]	Ecoinvent 3.12

[47] The emission factors used to calculate Scope 1, reported below, were reworked to exclude the share of emissions already included in category 3 of Scope 3: 1) Petrol, unleaded, burned in machinery {GLO}, Cut-off, U (Standard petrol bought from any local filling station (across the board forecourt fuel typically contains biofuel content); 2) Fuels, Gaseous fuels, LPG (ex DEFRA); 3) Heat, central or small-scale, natural gas {GLO}, market group for heat, central or small-scale, natural gas, Cut-off, U - minus the upstream 3.3 contribution; 4) Diesel, burned in diesel-electric generating set, 10MW {GLO}, diesel, burned in diesel-electric generating set, 10MW, Cut-off, U (Standard diesel bought from any local filling station, across the board forecourt fuel typically contains biofuel content).

[48] The same factors indicated for "Emissions from non-renewable sources for offices and plants – Italy and abroad" apply.

[49] Electricity, low voltage electricity, residual mix (for EU Countries); CRF Green-e 2025 (2022 data) (for US) + CaDi residual mix for China.

SCOPE 3	
Cat 3.1: Emissions from purchased goods and services [50]	EcoInvent 3.12
Cat 3.2: Emissions from capital goods [51]	EcoInvent 3.12
Cat 3.3: Fuel- and energy-related emissions not included in Scope 1 and Scope 2 [52]	EcoInvent 3.12
Cat 3.4: Emissions from upstream transportation and distribution	EcoInvent 3.12
Cat 3.5: Emissions from waste generated in operations [53]	EcoInvent 3.12
Cat 3.6: Emissions from business travel	EcoInvent 3.12, DESZN 2025
Cat 3.7: Emissions from employee commuting	EcoInvent 3.12
Cat 3.8: Emissions from upstream leased assets	EcoInvent 3.12
Cat 3.9: Emissions from downstream transportation and distribution	EcoInvent 3.12
Cat 3.10: Emissions from processing of sold products	EcoInvent 3.12
Cat 3.11: Emissions from use of sold products	EcoInvent 3.12, IPCC AR6
Cat 3.12: Emissions from end-of-life treatment of sold products	EcoInvent 3.12
Cat 3.15: Emissions from investments	EcoInvent 3.12

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	GROUP [54]		
	2025	2024	2023
Fuel from non-renewable sources	3,785.8	4,104.3	3,237.9
Purchased electricity	21,868.0	21,662.3	22,479.3
of which: certified electricity - from third parties	21,186.2	5,279.6	-
of which: non-certified electricity - from third parties	681.8	16,382.7	22,479.3
Self-generated electricity from photovoltaic solar systems [55]	5,983.9	6,180.1	499.1
Electricity sold – to third parties	1,372.2	1,469.7	167.3
TOTAL ENERGY CONSUMPTION	**30,265.5**	**30,485.9**	**26,049.0**

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	Fameccanica.Data S.p.A		
	2025	2024	2023
Fuel from non-renewable sources	2,486.86	2,716.6	1,654.9
Purchased electricity	20,014.3	19,435.1	20,678.6
of which: certified electricity - from third parties	20,011.9	5,279.6	-
of which: non-certified electricity - from third parties	2.4	14,155.5	20,678.6
Self-generated electricity from photovoltaic solar systems	5,983.9	6,180.1	499.1
Electricity sold – to third parties	1,372.2	1,469.7	167.3
TOTAL ENERGY CONSUMPTION	**27,112.9**	**26,870.9**	**22,999.9**

[50] Economic Input-Output (USEEIO)-EPA [inflation-adjusted to 2025]; Literature data; WFLDB

[51] Economic Input-Output (USEEIO)-EPA [inflation-adjusted to 2025]

[52] 1) Petrol, unleaded {RoW}, Cut-off, U; 2) WTT Fuels, Gaseous fuels, LPG (ex DEFRA); 3) Natural gas, high pressure {GLO}, market group for natural gas, high pressure, Cut-off, U; 4) Diesel {GLO}, market group for diesel, Cut-off, U.

[53] Economic Input-Output (USEEIO)-EPA

[54] The share of energy produced but not self-consumed is fed back into the grid through the RID (Ritiro Dedicato, or Dedicated Withdrawal) scheme set up with the GME (Gestore dei Mercati Energetici, the Italian energy markets operator).

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	Fameccanica Machinery Shanghai		
	2025	2024	2023
Fuel from non-renewable sources	-	2.1	2.8
Purchased electricity	611.8	834.1	508.4
of which: certified electricity - from third parties	-	-	-
of which: non-certified electricity - from third parties	611.8	834.1	508.4
Self-generated electricity from photovoltaic solar systems	-	-	-
Electricity sold – to third parties	-	-	-
TOTAL ENERGY CONSUMPTION	**611.8**	**836.2**	**511.2**

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	Fameccanica North America		
	2025	2024	2023
Fuel from non-renewable sources	1,298.94	1,385.6	1,393.3
Purchased electricity	1,241.94	1,393.1	1,292.2
of which: certified electricity - from third parties	1,174.3	-	-
of which: non-certified electricity - from third parties	67.6	1,393.1	1,292.2
Self-generated electricity from photovoltaic solar systems	-	-	-
Electricity sold – to third parties	-	-	-
TOTAL ENERGY CONSUMPTION	**2,540.9**	**2,778.7**	**2,685.5**

FUEL CONSUMPTION (GJ)	GROUP		
	2025	2024 [56]	2023
Gasoline	594.2	623.8	341.2
for company fleet (company-use vehicles)	90.8	68.6	23.5
for company fleet (mixed-use vehicles)	503.4	555.2	317.7
Natural gas	2,017.7	2,137.4	2,302.7
for heating	2,017.7	1,998.8	2,022.8
for other purposes	-	138.6	279.9
Diesel	1,173.9	1,343.1	587.0
for energy generation	-	35.6	35.6
for company fleet (company-use vehicles)	-	4.5	2.8
for company fleet (mixed-use vehicles)	1,160.4	1,288.2	516.6
for other purposes	13.5	14.8	32.0
LPG for company fleet	-	-	-
Propane	-	-	-
TOTAL NON-RENEWABLE SOURCES	**3,785.8**	**4,104.3**	**3,237.9**

[55] Energy consumption within the organization, expressed in gigajoules (GJ), is calculated using the conversion factors published for each reporting year by the Department for Energy Security and Net Zero (formerly DEFRA).

[56] The share of energy produced but not self-consumed is fed back into the grid through the RID (Ritiro Dedicato, or Dedicated Withdrawal) scheme set up with the GME (Gestore dei Mercati Energetici, the Italian energy markets operator).

FUEL CONSUMPTION (GJ)	Fameccanica.Data S.p.A.		
	2025	2024	2023
Gasoline	521.0	548.1	341.2
for company fleet (company-use vehicles)	90.8	68.6	23.5
for company fleet (mixed-use vehicles)	430.2	479.5	317.7
Natural gas	805.4	842.3	761.5
for heating	805.4	703.7	483.0
for other purposes	-	138.6	278.5
Diesel	1,160.4	1,326.2	552.2
for energy generation	-	35.6	35.6
for company fleet (company-use vehicles)	-	2.4	-
for company fleet (mixed-use vehicles)	1,160.4	1,288.2	516.6
for other purposes	-	-	-
LPG for company fleet	-	-	-
Propane	-	-	-
TOTAL NON-RENEWABLE SOURCES	**2,486.86**	**2,716.6**	**1,654.9**

FUEL CONSUMPTION (GJ)	Fameccanica Machinery Shanghai		
	2025	2024	2023
Gasoline	-	-	-
for company fleet (company-use vehicles)	-	-	-
for company fleet (mixed-use vehicles)	-	-	-
Natural gas	-	-	-
for heating	-	-	-
for other purposes	-	-	-
Diesel	-	2.1	2.8
for energy generation	-	-	-
for company fleet (company-use vehicles)	-	2.1	2.8
for company fleet (mixed-use vehicles)	-	-	-
for other purposes	-	-	-
LPG for company fleet	-	-	-
Propane	-	-	-
TOTAL NON-RENEWABLE SOURCES	**-**	**2.1**	**2.8**

FUEL CONSUMPTION (GJ)	Fameccanica North America		
	2025	2024	2023
Gasoline	73.2	75.7	-
for company fleet (company-use vehicles)	-	-	-
for company fleet (mixed-use vehicles)	73.2	75.7	-
Natural gas	1,212.2	1,295.1	1,361.4
for heating	1,212.2	1,295.1	1,361.4
for other purposes	-	-	-
Diesel	13.5	14.8	31.9
for energy generation	-	-	-
for company fleet (company-use vehicles)	-	-	-
for company fleet (mixed-use vehicles)	-	-	-
for other purposes	13.5	14.8	31.9
LPG for company fleet	-	-	-
Propane	-	-	-
TOTAL NON-RENEWABLE SOURCES	**1,298.9**	**1,385.6**	**1,393.3**

GRI 303-3

WATER WITHDRAWAL [57] (megaliters)	2025		2024		2023	
	Water-stressed areas	Water-stressed areas	Water-stressed areas	Water-stressed areas	Water-stressed areas	All areas
Surface water (total)	-	11.1	-	13.4	0.3	13.7
Freshwater (≤1,000 mg/L total dissolved solids)	-	8.6	-	8.8	0.3	6.6
Other water (>1,000 mg/L total dissolved solids)	-	2.5	-	4.6	-	7.1
TOTAL	**-**	**11.1**	**-**	**13.4**	**0.3**	**13.7**

[57] "Water-stressed areas" are geographic areas characterized by reduced availability, quality, and suitability of water resources for drinking use. The Fameccanica.Data S.p.A. site falls within the "low water severity scenario" (source: ISPRA – Permanent District Observatories for Water Use). The reported data refer to readings taken from water meters. At the same time, the city where Fameccanica Machinery Shanghai is located is not considered water-stressed. The data entered in the "other water" section refer to water withdrawals from the Land Reclamation Consortium (Consorzio di Bonifica).

GRI 303-4

WATER DISCHARGE [58] (megaliters)	2025		2024		2023	
	Water-stressed areas	All areas	Water-stressed areas	All areas	Water-stressed areas	All areas
Third-party water (total)	-	8.3	-	8.6	0.3	6.4
Of which volume of water sent to other organizations	-	-	-	-	-	-
Freshwater (≤1,000 mg/L total dissolved solids)	-	8.3	-	8.6	0.3	6.4
Other water (>1,000 mg/L total dissolved solids)	-	-	-	-	-	-
TOTAL	**-**	**8.3**	**-**	**8.6**	**0.3**	**6.4**

GRI 303-5

WATER CONSUMPTION [59] (megaliters)	2025		2024		2023	
	Water-stressed areas	All areas	Water-stressed areas	All areas	Water-stressed areas	All areas
Total water consumption	-	2.9	-	4.8	-	7.3
Change in water storage	-	0.09	-	0.3	-	0.7

WATER CONSUMPTION [60] (megaliters)	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Total water discharge	7.95	7.8	5.72	0.24	0.45	0.37	0.09	0.34	0.32
Total water consumption	2.85	4.72	7.3	0.03	0.05	0.04	0.00	0.00	0.00
Total water withdrawal	10.80	12.50	13.00	0.26	0.50	0.41	0.09	0.34	0.32

[58] *For Fameccanica.Data S.p.A., the water discharged equals the difference between the drinking water withdrawn and the estimated water consumption for human use. Fameccanica's production process does not use water, nor is water used in the finished products; therefore, discharge consists only of domestic wastewater into the public sewer system. Fameccanica's plants hold a permit, issued by the relevant authorities, to discharge into the sewer system. At Fameccanica Machinery Shanghai, only the city's public sewer system is used for water discharge. The volume of water discharged is calculated by estimating that 90% of the water consumed corresponds to the discharge volume.*

[59] *Fameccanica.Data S.p.A. does not store water reserves for use in production processes. All water used by FMS comes from the city's water supply system. Consumption is calculated as the sum of the bills minus the quantity supplied to customers subleasing space in the same building.*

[60] *Note that the 2023 changes are based on improved reporting logic.*

GRI 305-1

DIRECT GHG EMISSIONS (Scope 1) (tCO_{2eq})	2025	2024 [61]	2023
Emissions from non-renewable fuels - sites and offices	133.2	124.3	135.7
of which natural gas	132.2	128.4	130.7
of which diesel	1.00	3.9	5.0
of which propane	-	-	-
Emissions from non-renewable fuels - company fleet	130.00	131.5	64.1
of which gasoline	42.5	40.3	25.3
of which diesel	87.5	91.2	38.8
of which LPG	-	-	-
Fugitive emissions	30.3	10.8	265
R410A	27.1	-	69.7
R32	-	2.3	6.2
R134A	-	5.2	87.2
R22	-	3.6	101.9
R452A	3.2		
TOTAL	**293.5**	**266.6**	**464.8**

DIRECT EMISSIONS BY COMPANY (Scope 1) (tCO_{2eq})	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
	208	177	264	-	11	108	86	79	93

GRI 305-2

INDIRECT GHG EMISSIONS (Scope 2) (tCO_{2eq})	2025	2024	2023
from purchased electricity - Location based [62]	1,639.6	1,780.3	2,057.4,
from purchased electricity – Market based [63]	120.7	2,291.3	2,644.7

[61] *Note that, for 2024 and 2023, the emission factors used to calculate Scope 1 tCO2eq are taken from the DEFRA (UK Department for Environment, Food and Rural Affairs) database. These reflect the global warming potential (GWP) factors defined in the IPCC Fourth Assessment Report (AR4) over a 100-year time horizon.*

[62] *The Location-Based method considers the average greenhouse gas emission intensity of the grids on which energy consumption occurs, using data on the grid's average emission factor. The factors used for the calculation in 2023 and 2024 are: DEFRA, Joint Research Center Data Catalog, EPA eGRID. For 2023 and 2024, the values from the "Terna International Comparisons" source published by Terna in 2019 were used.*

[63] *The Market-Based method was applied using the emission factors for the relevant market, where possible. The factors used for the 2023 and 2024 calculations are taken from the AIB "Residual Mix" source published in 2022 and Green-e 2022; for Fameccanica Machinery, in the absence of AIB "Residual Mix" emission factors and in compliance with the applicable international standards, the same factors as the Location-Based method were applied for 2023 and 2024.*

GRI 305-3

INDIRECT GHG EMISSIONS (Scope 3)	Quantity (tCO_{2e})
Cat 1 – Emissions from purchased goods and services	57826.0
Cat 2 – Emissions from capital goods	1311.6
Cat 3 – Emissions related to fuel and energy not included in Scope 1 and Scope 2	528.8
Cat 4 – Emissions from upstream transportation and distribution	10003.6
Cat 5 – Emissions from waste generated in operations	370.9
Cat 6 – Emissions from business travel	1467.0
Cat 7 – Emissions from employee commuting	1314.7
Cat 8 – Emissions from upstream leased assets	438.8
Cat 9 – Emissions from downstream transportation and distribution	2359.8
Cat 10 – Emissions from processing of sold products	0.000
Cat 11 – Emissions from use of sold products	916434.0
Cat 12 – Emissions from end-of-life treatment of sold products	537.2
Cat 13 – Emissions from downstream leased assets	0.0
Cat 14 – Emissions from franchises	0.0
Cat 15 – Emissions from investments	0.0
Total SCOPE 3	**992592.4**

INDIRECT EMISSIONS (Scope 2) (tCO_{2eq})	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai [64]			Fameccanica North America		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Location Based	1,467.6	1,477.2	1,838.4	103.0	153.1	86.1	69.0	149.9	132.8
Market Based	0.2	1,968.3	2,369.5	112.7	154.2	86.1	7.8	168.9	189.1

[64] At FMS, energy consumption includes the diesel used for a forklift and the electricity supplied by the local grid; there was no use of thermal energy, cooling energy, steam, or other similar sources.

GRI 306 3-4-5

WASTE (t)	2025		2024		2023	
	On-site	Off-site	On-site	Off-site	On-site	Off-site
HAZARDOUS WASTE	**-**	**18.4**	**-**	**32.4**	**-**	**14.7**
Diverted from disposal	-	3.1	-	15.5	-	6.0
of which: preparation for reuse	-	-	-	-	-	-
of which: recycling	-	-	-	-	-	-
of which: other recovery operations	-	3.1	-	15.5	-	6.0
Directed to disposal	-	15.3	-	16.9	-	8.7
of which: incineration (with energy recovery)	-	-	-	-	-	-
of which: incineration (without energy recovery)	-	-	-	-	-	-
of which: landfill	-	-	-	-	-	-
of which: other disposal operations	-	15.3	-	16.9	-	8.7
NON-HAZARDOUS WASTE	**139.3**	**1418.5**	**-**	**759.7**	**-**	**916.6**
Diverted from disposal	10.3	1078.4	-	638.4	-	720.4
of which: preparation for reuse	-	-	-	28.9	-	15.0
of which: recycling	10.3	3.5	-		-	57.8
of which: other recovery operations	-	1074.9	-	609.5	-	647.6
Directed to disposal	129.0	340.1	-	121.3	-	196.2
of which: incineration (with energy recovery)	-	0.5	-	0.9	-	1.0
of which: incineration (without energy recovery)	-	-	-	-	-	-
of which: landfill	129.0	-	-	34.8	-	31.0
of which: other disposal operations	-	339.6	-	85.6	-	164.2
TOTAL	**139.3**	**1436.9**	**-**	**792.1**	**-**	**931.3**

WASTE BY LOCATION (tons)	2025		2024		2023	
	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 [65]	339.6	1074.5	85.6	608.9	164.2	542.8
Hazardous waste	15.3	2.9	16.9	15.5	8.7	6.0
Fameccanica Machinery Shanghai						
Non-hazardous waste	0.5	3.9	0.9	5.9	1.0	6.6
Hazardous waste	-	0.2	-	-	-	-
Fameccanica North America						
Non-hazardous waste	129	10.3	34.8	23.6	31.0	171.0
Hazardous waste	-	-	-	-	-	-

[65] Note that, for the Fameccanica.Data S.p.A. reporting boundary, the increase in non-hazardous waste between 2024 and 2025 relates to order-specific factors such as the number and type of machines undergoing testing during the year. In particular, testing waste for hygiene-sector machines doubled, mainly due to the number of finished-product/acceptance tests requested by customers.

AIR EMISSIONS [66] (kg/year)	2025	2024	2023
Dust	21.3	57.9	22.4
NOx	56.1	38.4	48.0
Welding pollutants	0.1	0.1	0.0
TOTAL	**77.5**	**96.4**	**70.4**

[66] Note that the estimated information above has not been subject to assurance and refers only to the Italian reporting boundary (Fameccanica.Data S.p.A.).

GRI Content Index

Statement of use	In this non-financial disclosure, Angelini Technologies has reported the information contained in the GRI Content Index for the period January 1, 2025 to December 31, 2025 "in accordance with the GRI Standards".
GRI 1	GRI 1: Foundation 2021

GRI SUSTAINABILITY REPORTING STANDARD			CHAPTER/ PARAGRAPH REFERENCE	PAGE	STANDARD APPLICATION NOTES/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 point of contact**	Methodological note	7-8	Contact points: - Company website: fameccanica.com - Sustainability Department email: sustainability@ fameccanica.com
	2-4	**Restatements of information**	Methodological note	8	For previously published data, please refer to the 2024 Sustainability Report, published on the website.
	2-5	**External assurance**	Methodological note	8	
	2-6	**Activities, value chain, and other business relationships**	7. Ecosystems	123	
	2-7	**EMPLOYEES**	5. People/Appendix	81, 149	
	2-8	**Workers who are not employees**	5. People/Appendix	81, 149	
	2-9	**Governance structure and composition**	3. Governance/ Appendix	53, 149	
	2-10	**Nomination and selection of the highest governance body**	3. Governance	53, 149	Partially reported (omission for confidentiality)
	2-11	**Chair of the highest governance body**	3. Governance	55	
	2-12	**Role of the highest governance body in overseeing the management of impacts**	2. Sustainability	23	
	2-13	**Delegation of responsibility for managing impacts**	2. Sustainability	48	
	2-14	**Role of the highest governance body in sustainability reporting**	Methodological note	6-8	
	2-15	**Conflicts of interest**	3. Governance	62	
	2-16	**Communication of critical concerns**			To date, no procedures are in place for communicating critical concerns (relating to sustainability) to the highest governance body.
	2-17	**Collective knowledge of the highest governance body**	2. Sustainability	24	
	2-18	**Evaluation of the performance of the highest governance body**			Information not available: In light of the Angelini Industries Group's new strategy, next year the company will assess whether it is necessary to formalize in corporate documents how and to what extent the Board of Directors, in its assessment processes, manages the organization's impacts on the economy, the environment, and people.
	2-19	**Remuneration policies**			Confidentiality restriction on the information: Sensitive information relating to the implementation of the business development strategy, which at this stage is to be considered highly confidential and cannot be shared.
	2-20	**Process to determine remuneration**			Confidentiality restriction on the information: Sensitive information relating to the implementation of the business development strategy, which at this stage is to be considered highly confidential and cannot be shared.

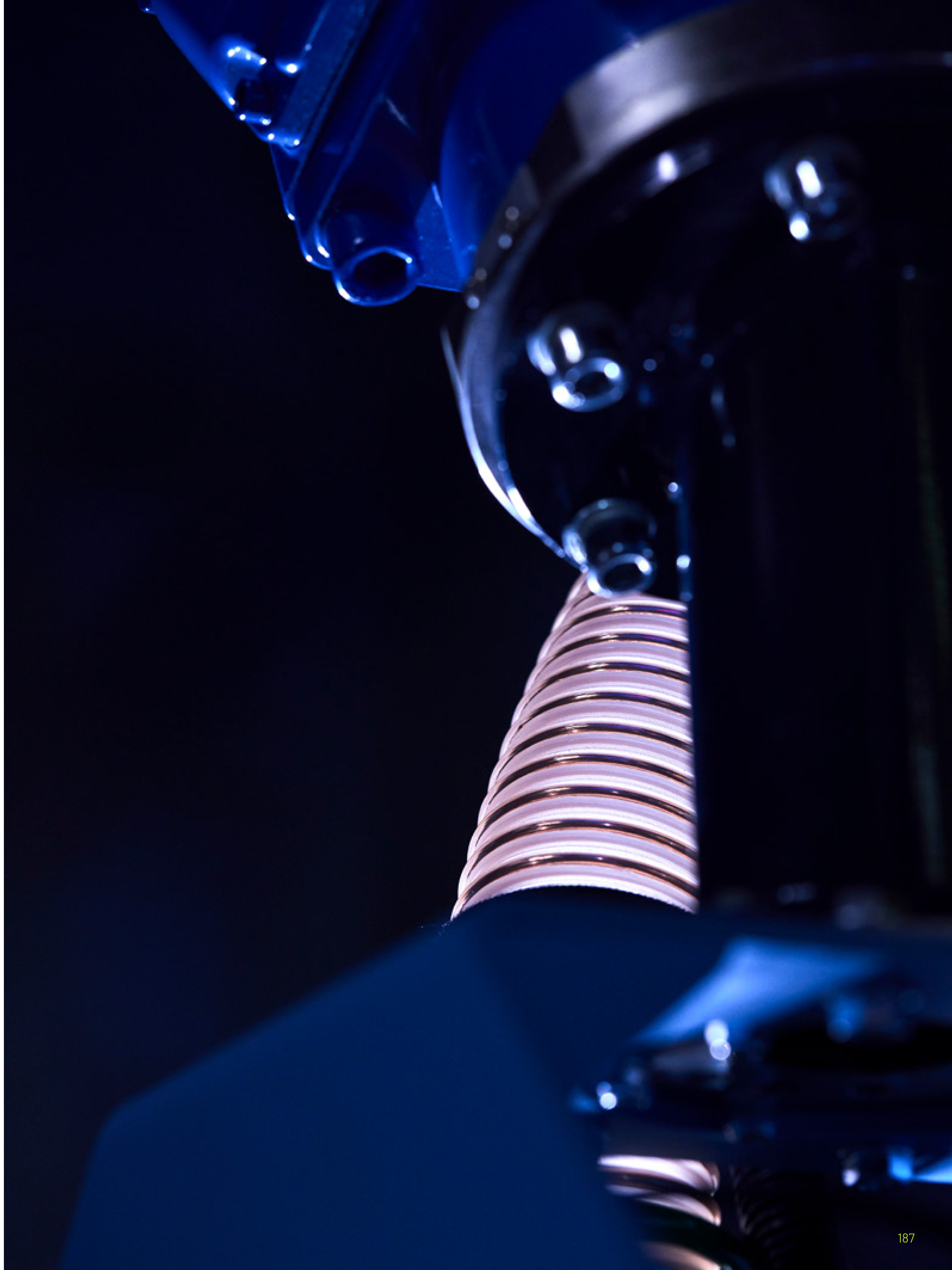
GRI SUSTAINABILITY REPORTING STANDARD			CHAPTER/ PARAGRAPH REFERENCE	PAGE	STANDARD APPLICATION NOTES/OMISSIONS
	2-21	**Annual total compensation ratio**			Confidentiality restriction on the information: Sensitive information relating to the implementation of the business development strategy, which at this stage is to be considered highly confidential and cannot be shared.
	2-22	**Statement on sustainable development strategy**	Letter to Stakeholders/ 2. Sustainability	4-5	
	2-23	**Policy commitments**	1. Identity & Purpose/2. Sustainability/ 3. Governance/ 5. People	13, 21, 53, 81	
	2-24	**Embedding policy commitments**	3. Governance	53	
	2-25	**Processes to remediate negative impacts**			Please note that there are no significant critical concerns arising from negative impacts; reference is made to the specific GRI disclosures. Partially reported: falls within the management approach for the topics.
	2-26	**Mechanisms for seeking advice and raising concerns**	3. Governance	62	
	2-27	**Compliance with laws and regulations**			The organization identified no significant instances of non-compliance with laws and regulations during the reporting period.
	2-28	**Membership associations**	2. Sustainability	51	
	2-29	**Approach to stakeholder engagement**	2. Sustainability	28	
	2-30	**Collective bargaining agreements**	5. People	109	
MATERIAL TOPICS					
GRI 3: Material Topics 2021	**3-1**	**Process to determine material topics**	2. Sustainability	36	
	3-2	**List of material topics**	2. Sustainability	39	
RESPONSIBLE SOURCING					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	7. Ecosystems	42, 123	

GRI SUSTAINABILITY REPORTING STANDARD			CHAPTER/ PARAGRAPH REFERENCE	PAGE	STANDARD APPLICATION NOTES/OMISSIONS
GRI 204: Procurement Practices 2016	**204-1**	**Proportion of spending on local suppliers**	7. Ecosystems	125	
TRANSPARENT COMMUNICATION					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	2. Sustainability	42	
GRI 201: Economic Performance 2016	**201-1**	**Direct economic value generated and distributed**	2. Sustainability	30	
CLIMATE CHANGE					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	8. Planet	42, 129	
GRI 305: Emissions 2016	**305-1**	**Direct (Scope 1) GHG emissions**	8. Planet	138	
	305-2	**Energy indirect (Scope 2) GHG emissions**	8. Planet	138	
ENERGY EFFICIENCY AND ALTERNATIVE SOURCES					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	8. Planet	42, 140	
GRI 302: Energy 2016	**302-1**	**Energy consumption within the organization**	8. Planet/Appendix	140, 148	
BUSINESS ETHICS					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	5. People	42, 81	
GRI 205: Anti-corruption 2016	**205-2**	**Communication and training about anti-corruption policies and procedures**	3. Governance/ Appendix	63, 148	
	205-3	**Confirmed incidents of corruption and actions taken**	3. Governance/ Appendix	64	
GRI 206 - Anti-competitive Behavior	**206-1**	**Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**			During the reporting period, no legal actions were brought against the Company concerning anti-competitive behavior and/or violations of antitrust regulations relating to monopoly practices.
PRODUCT INNOVATION					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	5. People/ 4. Innovation and Digitalization/8. Planet	81, 71, 129	

GRI SUSTAINABILITY REPORTING STANDARD			CHAPTER/ PARAGRAPH REFERENCE	PAGE	STANDARD APPLICATION NOTES/OMISSIONS
DEVELOPMENT AND ENHANCEMENT OF HUMAN CAPITAL					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	5. People	42, 81	
GRI 401: Employment 2016	**401-1**	**New employee hires and employee turnover**	5. People	148	
GRI 401: Employment 2016	**401-2**	**Benefits provided to full-time employees that are not provided to temporary or part-time employees**	5. People	83	
GRI 404: Training and Education 2016	**404-1**	**Average hours of training per year per employee**	5. People	96	
	404-3	**Percentage of employees receiving regular performance and career development reviews**	5. People	165	
ARTIFICIAL INTELLIGENCE, DIGITALIZATION, AND INFORMATION SECURITY					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	3. Governance/ 4. Innovation and Digitalization	42, 53, 71	
GRI 418: Customer Privacy 2016	**418-1**	**Substantiated complaints concerning breaches of customer privacy and losses of customer data**			No substantiated complaints of customer privacy breaches or data loss have been filed. No incidents of data breach, leakage, theft, or loss posing a risk to customers' rights and freedoms, within the meaning of the applicable legislation, were identified.
SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	8. Planet	42, 142	
GRI 303: Water and Effluents 2018	**303-1**	**Interactions with water as a shared resource**	8. Planet	142	
	303-3	**Water withdrawal**	8. Planet	144	
	303-4	**Water discharge**	8. Planet/ Methodological note	144	
	303-5	**Water consumption**	8. Planet	144	

GRI SUSTAINABILITY REPORTING STANDARD			CHAPTER/ PARAGRAPH REFERENCE	PAGE	STANDARD APPLICATION NOTES/OMISSIONS
GRI 306: Waste 2020	**306-2**	**Management of significant waste-related impacts**	8. Planet	145	
	306-3	**Waste generated**	8. Planet	146	
	306-4	**Waste diverted from disposal**	8. Planet	146	
	306-5	**Waste directed to disposal**	8. Planet	146	
DIVERSITY, EQUITY, AND INCLUSION					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	5. People	42, 81	
GRI 405: Diversity and Equal Opportunity 2016	**405-1**	**Diversity of governance bodies and employees**	5. People/Appendix	81	
GRI 406: Non-discrimination 2016	**406-1**	**Incidents of discrimination and corrective actions taken**			No incidents of discrimination were reported in 2025.
RELATIONSHIPS WITH PARTNERS, CUSTOMERS, AND PATIENTS					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	6. Customers and Community	42, 111	
HEALTH AND SAFETY					
GRI 3: Material Topics 2021	**3-3**	**Management of material topics**	5. People	42, 81	
GRI 403: Occupational Health and Safety 2018	**403-1**	**Occupational health and safety management system**	5. People	64	
	403-2	**Hazard identification, risk assessment, and incident investigation**	5. People	87	
	403-3	**Occupational health services**	5. People	107	
	403-4	**Worker participation, consultation, and communication on occupational health and safety**	5. People	88	
	403-5	**Worker training on occupational health and safety**	5. People	103	
	403-6	**Promotion of worker health**	5. People	106, 107	

GRI SUSTAINABILITY REPORTING STANDARD			CHAPTER/ PARAGRAPH REFERENCE	PAGE	STANDARD APPLICATION NOTES/OMISSIONS
	403-7	**Prevention and mitigation of occupational health and safety impacts directly linked to business relationships**	5. People	67	
	403-8	**Workers covered by an occupational health and safety management system**	5. People	92	
	403-9	**Work-related injuries**	5. People	92	
	403-10	**Work-related ill health**	5. People/Appendix	167	
PRODUCT QUALITY, RELIABILITY, AND SAFETY					
GRI 3: Material Topics 2021	3-3	**Management of material topics**	6. Customers and Community	42, 111	
GRI 417: Marketing and Labeling	417-1	**Requirements for product and service information and labeling**	6. Customers and Community	113	
	417-2	**Incidents of non-compliance concerning product and service information and labeling**	6. Customers and Community	113	
	417-3	**Incidents of non-compliance concerning marketing communications**			There were no instances of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.
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	111	
	416-2	**Incidents of non-compliance concerning the health and safety impacts of products and services**			During the reporting period, there were no instances of non-compliance with regulations and/or self-regulatory codes concerning the health and safety impacts of products and services.



Independent Auditor's Report

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Independent auditor's report on the Sustainability Report 2025
(Translation from the original Italian text)

To the Board of Directors of
Angelini Technologies S.p.A.

We have been appointed to perform a limited assurance engagement on the Sustainability Report 2025 (hereinafter also the "Sustainability Report") of Angelini Technologies S.p.A. and its subsidiaries (hereinafter also the "Group" or the "Angelini Technologies Group") for the year ended December 31, 2025.

Responsibilities of the Directors for the Sustainability Report

The Directors of Angelini Technologies 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 "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 Angelini Technologies 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, with reference to the selection of GRI Standards indicated in the "Content Index" section of the Sustainability Report.
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. Therefore, the extent of work performed in our examination was lower than that required for a reasonable

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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;
2. comparison of the economic and financial data and information disclosed in the paragraph 'Our Stakeholders and the Value Generated and Distributed' of the Sustainability Report with the data and information included in the Group's consolidated financial statements.
3. 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 Angelini Technologies 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 Angelini Technologies Group for the year ended December 31, 2025 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 "Content Index" section of the Sustainability Report.

Rome, July 30, 2026

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.

Angelini Technologies S.p.A.
single-member company subject to
the management and coordination
of Angelini Holding S.p.A.
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Tax Code/VAT No. 16531911002
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