

FAMECCANICA



Angelini
Technologies

Part of Angelini Industries

***Nice to meet you, we are
Angelini Technologies.***

***AND THIS IS OUR
2023 SUSTAINABILITY REPORT.***



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*COVER: Pasquale, Piera, Franco, Valerio, Matteo, Francesca, Milvio, Fabio, Alessandro,
Giambattista, Simone, Paola.*



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Nice to meet you, I'm Alessandro Bulfon

CEO OF ANGELINI TECHNOLOGIES AND FAMECCANICA

Every day, we implement our commitment to sustainable growth with passion, creativity and practicality. We do this in the knowledge that this is a path that will increasingly change the way we operate, and also that of the people in the ecosystem in which we are able to create value.

It is with pride that I present the Angelini Technologies – Fameccanica Sustainability Report, in which we have adopted the Global Reporting Initiative's GRI Universal Standards as our technical-methodological reference. Thanks to our strong links with the Angelini Industries Group, we have strengthened our data collection and reporting process to quantify results with increasing transparency and objectivity, for greater reliability and standardization. Although this is the fourth Sustainability Report, I see this valuable document as a new beginning, a symbol of synergetic and collaborative actions with the Angelini Industries Group, able to create a greater impact than individual actions.

The integration of industrial and sustainability strategies is the central element in achieving results: in 2023, the economic value generated by Angelini Technologies – Fameccanica was 230 million euros, up 0.7% compared to the previous year. More than 92% of the economic value generated was distributed to Stakeholders, including employees and suppliers, which represent the categories that benefit most from the value produced by the Group, accounting for 24% and 75% of total distributed value, respectively.

The roadmap is based on six pillars, which we see as both levers for our competitiveness and our areas of responsibility for the future. For each of them, we have identified concrete projects and actions.

Governance: strengthening the main enabler for the implementation of the ESG plan, with the establishment of an inter-functional team, which involves the entire Company, combined with increasingly close integration with Angelini Industries.

Clients & Community: designing and deploying more efficient and high-performing platforms and services, generating knowledge and innovation.

Ecosystems: collaborating with our suppliers and the entire ecosystem to promote virtuous change.

Planet: reducing our environmental footprint by lowering our impact on emissions, water and waste; these commitments include producing 20% of our own energy needs through the installation of photovoltaic panels (electricity is the main energy source).

Innovation & Digitalization: introducing new technologies, including IoT, computer vision, artificial intelligence, data science, digital twin and sensor technology, enhancing resource skills and integrating digital options to streamline the product life cycle.

People: our priorities are encouraging the full expression of our workers' potential, fostering their professional growth and creating a stimulating and dynamic environment, enhancing skills, guaranteeing equal opportunities, applying the principles of meritocracy, promoting health and safety at work and contributing to people's psychological and physical well-being, favoring work-life balance.

Our investments in R&D for new technologies and enhancing people's skills have allowed us to surpass the ceiling of 1,000 active patent applications, recognized among the 20 most innovative companies in Italy in 2023 according to the European Patent Office, with more than 190 patents granted worldwide for the year.

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

This report is an attempt to tell the story of a year of hard work and innovation, of challenges faced with determination and progress towards a more sustainable future. It is an invitation to take a shared look at what we have built and what we can still achieve, with the confidence that only collective work – and within a Group such as Angelini Industries – can aim at “Unwavering care” for people, society and the environment.

Methodological note

The Sustainability Report is the instrument through which Fameccanica.Data S.p.A. (hereinafter “Angelini Technologies - Fameccanica” or the “Company”) communicates the results of its sustainability journey to Stakeholders, on an annual basis. It provides a representation of the Group’s performance in relation to environmental, social and governance issues. Sustainability performance for financial year 2023 (January 1, 2023 to December 31, 2023, the same as the financial reporting period) is shown in relation to a multi-year trend that takes into account the reporting process begun in 2021 in order to enable comparison of results over time.

Regarding the reporting period for past editions, it should be noted that the 2021-2022 Sustainability Report refers to a financial year of July 1 to June 30, while the 2022 Sustainability Report, in line with the Parent Company Angelini Industries, refers to a financial year of January 1 to December 31.

REPORTING SCOPE

The reporting scope used in this report includes the Italian headquarters and the foreign subsidiaries, the latter being wholly owned by Angelini Technologies - Fameccanica:

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

Unless otherwise stated, the qualitative information reported in this report refers to Angelini Technologies - Fameccanica.

The definition of the reporting scope for the Fameccanica.Data S.p.A. Sustainability Report was determined taking into account the consolidation method adopted for the preparation of the consolidated financial statements of Angelini Holding S.p.A., the Parent Company of Fameccanica.Data S.p.A., thus including the companies consolidated on a “line-by-line” basis within the Angelini Holding consolidated financial statements.

With reference to the quantitative information reported (also in graphic or tabular form), note that data referring to the entire Group perimeter was collected and aggregated. Any exceptions or omissions are duly noted in the report.

REPORTING PROCESS AND STANDARDS

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

For the data collection process for financial year 2023, Angelini Technologies - Fameccanica used a specific software program that transversally involved the entire organizational structure of the Companies in the Group included in the reporting scope.

The introduction of the platform and the adoption of an internal control model based on multilevel data validation made it possible to collect and process information in a structured manner, ensuring greater robustness and solidity for the reporting process, which saw the active involvement of the Sustainability Team, which periodically shared its findings with the Leadership Team, for approval and subsequent final reporting to the Board of Directors.

The data reported in this manner was calculated accurately based on the results found in the general accounting and other information systems used. When estimates were used to determine indicators, the method employed is provided. Note the partial restatement of some data referring to the years 2021 and 2022 as a result of methodological and analytical insights, which are duly reported throughout the document. For previously published data, please refer to the 2022 Sustainability Report, published on the website.

It should be noted that, for quantitative data throughout the entire document, in the case of percentage totals which do not total exactly 100%, this is due to rounding of percentages involving decimal numbers.

EXTERNAL ASSURANCE

This Sustainability Report was subject to a limited assurance engagement according to the criteria established by ISAE 3000 Revised, carried out by the Independent Auditors EY S.p.A. The audit concluded with the publication of the "Independent Auditor's Report" annexed to this document.

For a more in-depth analysis, please use the following communication channels:

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

2023 highlights

49

YEARS
OF ACTIVITY

3

LOCATIONS
IN ITALY, NORTH
AMERICA AND CHINA

OVER **1,300**

MACHINES
DELIVERED
WORLDWIDE

OVER **600** EMPLOYEES
OF WHICH 520 (83%) IN ITALY

28 NEW HIRES IN 2023

98% EMPLOYEES
WITH PERMANENT CONTRACTS

18,508 TRAINING HOURS

29.61 AVERAGE TRAINING HOURS PER EMPLOYEE

92% EMPLOYEES RECEIVING
PERIODIC PERFORMANCE APPRAISALS

ZERO SERIOUS INJURIES

QUALITY MANAGEMENT SYSTEM **ISO 9001**
INFORMATION SECURITY MANAGEMENT SYSTEM **ISO/IEC 27001**

ENVIRONMENTAL MANAGEMENT SYSTEM **ISO 14001**
HEALTH AND SAFETY MANAGEMENT SYSTEM **ISO 45001**
ENERGY MANAGEMENT SYSTEM **ISO 50001**

€ 230 M

OF ECONOMIC VALUE GENERATED

€ 220 M OF TURNOVER

€ 183 M IN REVENUE IN ITALY

92% OF ECONOMIC VALUE GENERATED DISTRIBUTED
TO STAKEHOLDERS

75% OF ECONOMIC VALUE DISTRIBUTED
TO SUPPLIERS (TOTALLING € 158 M)

1,455 SUPPLIERS, OF WHICH 742 IN ITALY

€ 113.3 M VALUE OF SUPPLIES IN ITALY

OVER **1,100** ACTIVE PATENTS

100% OF SYSTEMS CERTIFIED
IN ACCORDANCE WITH ITALIAN LEGISLATIVE DECREE 17/2010

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

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

Recognition and awards

2023 SUSTAINABILITY AWARDS

Angelini Technologies - Fameccanica was included in the cluster of the **2023 Sustainability Award Top 100**, promoted by Kon Group, Elite and Azimut, an award that recognizes Italian excellence in sustainability.

[READ MORE HERE](#)



EUROPEAN PATENT OFFICE TOP 20

In 2023, Angelini Technologies - Fameccanica was **among the most innovative companies in Italy** according to the **European Patent Office (EPO) report**, with more than 190 patents granted worldwide for the year.

[READ THE NEWS](#)

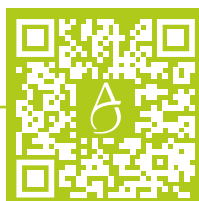


2023 SMAU ABRUZZO INNOVATION AWARD

Angelini Technologies - Fameccanica was awarded the **2023 SMAU Abruzzo Innovation Award**.

The event, the first edition of the SMAU Roadshow held in Abruzzo, inaugurated a new opportunity for dialogue between companies, Stakeholders and startups in the region that are distinguishing themselves with respect to Open Innovation, with a special focus on Industry 4.0 and the Ecological Transition.

[SEE THE GALLERY](#)





Sustainability[®] Award Top100

Promosso da:



Main Partner:



Powered by
Emilia-Romagna | Marche | Umbria



smau

ALEXANDRA BOTA

Digital Manager,
Angelini Technologies - Fameccanica

Nice to meet you, we are Angelini Technologies.

DISCOVER OUR BUSINESS BASED ON
INDUSTRIAL TECHNOLOGY.



Franco, Francesca.

1. Identity & Purpose

WE ARE INDUSTRIAL TECHNOLOGY

Angelini Technologies is the industrial technology division of Angelini Industries, an international multibusiness industrial Group, with 5,800 employees in 21 countries worldwide, working in the Health, Industrial Technology and Consumer Goods sectors. Angelini Technologies designs and develops technologies and services for the industrial production of household and personal products, sustainable packaging, innovative applications for logistics and digital services dedicated to process optimization. Since its inception in 1975, Angelini Technologies - Fameccanica has acquired expertise in the design and manufacture of production lines for consumer goods, operating in the areas of Converting and Automation & Robotics. It has invested continuously in technology, creating cutting-edge solutions for its customers in the world of converting as well as in digital services, thus becoming a player of reference for the fast-moving consumer goods sector and for Smart Factory Automation.

WATCH OUR CORPORATE VIDEO



OPERATING COMPANIES

ANGELINI TECHNOLOGIES – FAMECCANICA

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

The constant process of innovation, a distinctive feature of the Italian headquarters of Angelini Technologies – Fameccanica, guarantees clients a real competitive advantage as well as a high level of specialized skills in the design, creative conception, engineering, production and testing of machines that offer the most efficient performance.

TEAMWORK

The Design and R&D area defines innovative solutions that meet the growing expectations of customers, also thanks to exclusive design and reliable, time-tested processes. The Logistics and Operations area is able to operate quickly and efficiently, effectively carrying out production activities and ensuring precision and on-time delivery.

The Sales and Marketing area understands customer needs and market trends and identifies the best solutions for customers, while the Service area takes care of customers, helping them to get the most out of their purchased machines.

FAMECCANICA MACHINERY SHANGHAI (FMS)

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

A TEAM WORKING IN PERFECT SYNERGY

The FMS Engineering team is in charge of defining projects and supports the Production team during procurement and machine assembly; it also collaborates with the Sales and After-Sales departments to ensure the best service for customers.

The dedicated sales team ensures even greater proximity and focus on customer needs.

Customer Service provides technical support and continuous training: one part of the staff coordinates spare parts supplies, while a Service Team, involved in the design, purchasing and production phases, manages the technical work. Specific resources are dedicated to the Quality System to verify each stage of the order fulfilment process (from materials procurement to production and delivery) ensuring the highest quality standards are met.

FAMECCANICA NORTH AMERICA (FNA)

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

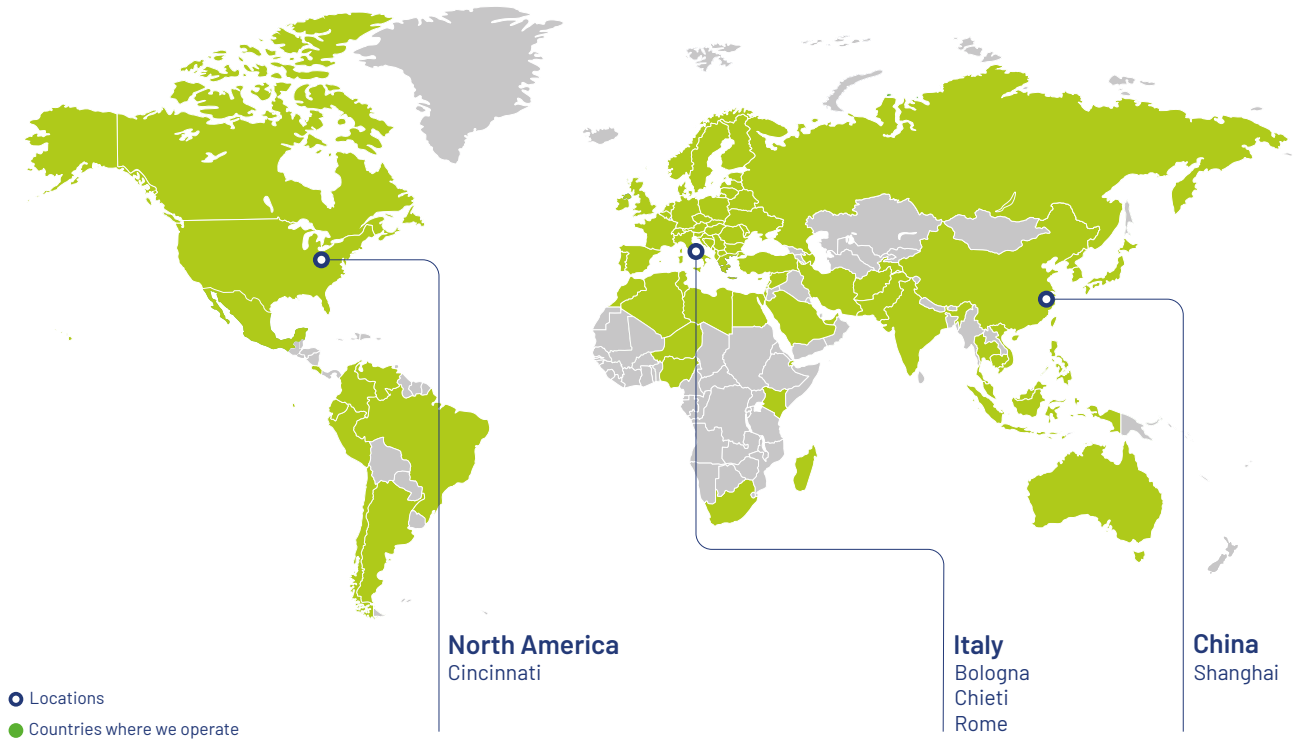
FNA is a strategic partner that leverages the expertise of Angelini Technologies - Fameccanica to develop unique product concepts and innovative technologies, combined with consulting and technical assistance.

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

A BUSINESS DEVELOPMENT STRATEGY

Over the years, Fameccanica North America has established mutually satisfying relationships with its customers, built around trust. FNA's improvement objectives are to maintain profitable business relations and valuable after-sales service, working to consistently meet specific local needs in terms of high quality and competitive prices, using the Group's innovative processes and technologies.

ANGELINI TECHNOLOGIES - FAMECCANICA IN THE WORLD



The map shows the countries where we have installed our plants in the last 10 years.



HYGIENE



WAREHOUSING & LOGISTICS

BUSINESS AREAS



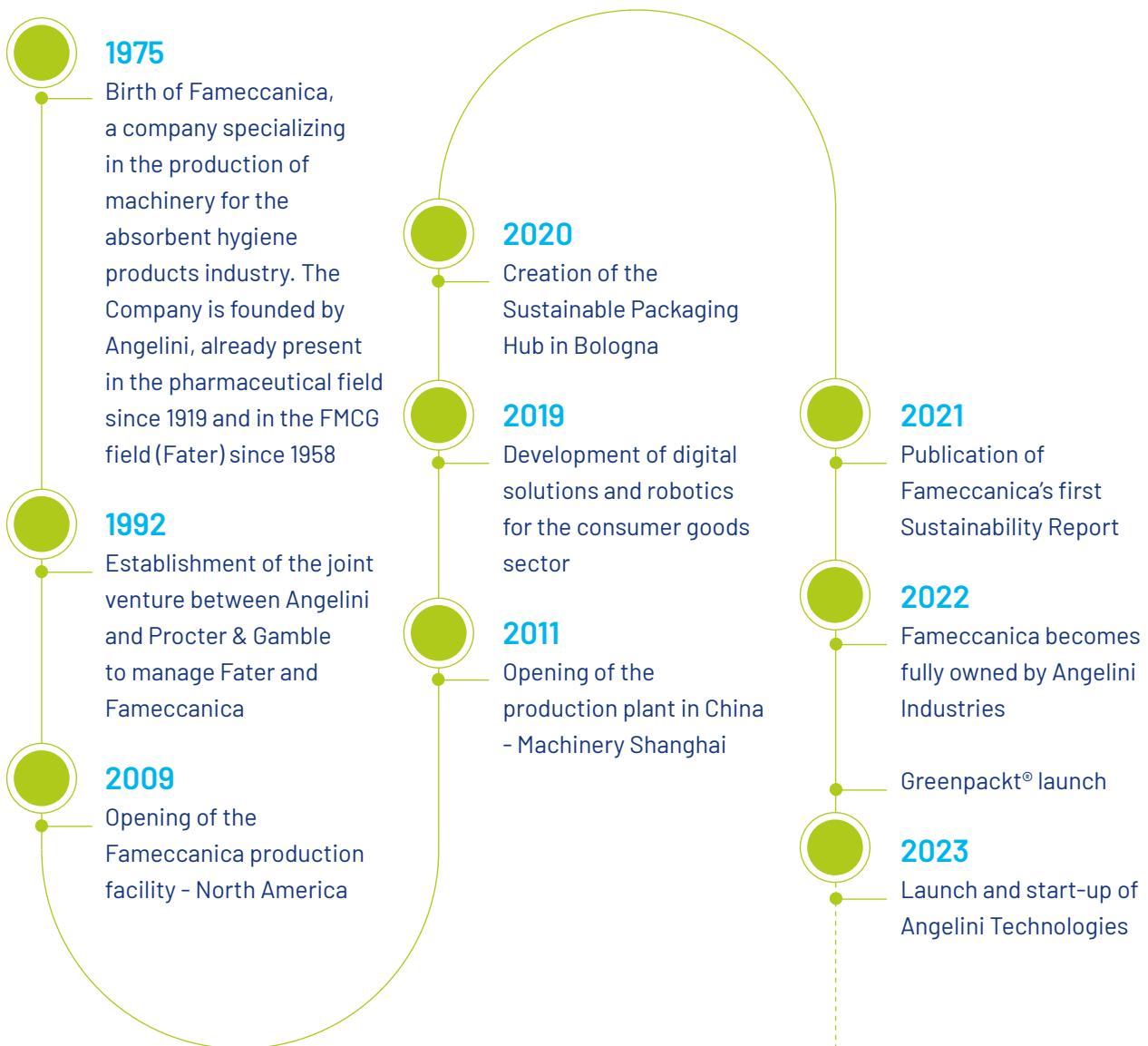
HOME & PERSONAL CARE



SUSTAINABLE PACKAGING

LONG-TERM VISION: NEARLY 50 YEARS OF HISTORY

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



PURPOSE: INNOVATION INSPIRED BY LIFE

The *raison d'être* of the Angelini Industries Group – “Unwavering care” or taking care of people and families in everyday life – has also been adopted and implemented by Angelini Technologies – Fameccanica. The goal for Angelini Technologies is to bring together an ecosystem of excellent companies dedicated to designing, developing and creating technologies, products and services aimed at improving industrial and manufacturing processes through constant research and innovation. Converting and Automation & Robotics are the two main technological areas in which Angelini Technologies operates. The Company also designs and develops technologies and services for the industrial production of household and personal products, sustainable packaging, and digital services dedicated to process optimization.

In 2023 it was among the most innovative companies in Italy according to the European Patent Office (EPO) report, with more than 190 patents granted worldwide for the year.

The history of Angelini Technologies – Fameccanica is full of important awards and innovations, with over 1,300 machines delivered worldwide, more than 1,100 patent applications under its belt and more than 600 employees at its three production sites in Italy, China and North America.

VISION: OUR GOAL IS TO GO BEYOND PURE TECHNOLOGICAL PERFORMANCE

VISION

We aim to go beyond pure technological performance, to improve people’s everyday lives through innovation, with sustainable and future-proof solutions.

MISSION

The mission for Angelini Technologies is to bring together an ecosystem of excellent companies dedicated to designing, developing and creating technologies, products and services aimed at improving industrial and manufacturing processes through constant research and innovation.

THE ANGELINI WAY: OUR VALUES

Underlying Angelini Technologies - Fameccanica's vision, mission and corporate identity are the foundational values that inspire and guide its organizational culture, strategic choices, operations and its relations with clients and Stakeholders, as well as its human capital management. Vision, mission and values are translated into corporate life on a daily basis and are constantly shared and promoted through internal communication campaigns, engagement projects and training activities.

VALUES

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



Ethics and Responsibility

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



Innovation

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



Performance

Each of us is responsible for achieving their goals and those of our Team. We are determined to get things done and to do our best in all circumstances, with speed, rigor and transparency. We seek excellence, constantly looking for ambitious goals. We face difficulties with determination and resilience.



Engagement

We are positive, motivated and open to new ideas, styles and perspectives. We promote collaboration within the Group. We value skills and reward merit. We share and celebrate the Company's successes and the achievements of our people.



Enrico, Simona, Marianna.

ANGELINI TECHNOLOGIES - FAMECCANICA HEADQUARTERS

The founding values and principles of the Angelini Industries Group are translated daily into concrete actions that underpin the corporate culture of Angelini Technologies - Fameccanica. This is the backdrop to the Angelini Technologies - Fameccanica corporate headquarters, located in the province of Chieti, in Abruzzo, which features large outdoor spaces and welcoming and innovative indoor common areas, as do the headquarters of the Angelini Industries Group: Casa Angelini.



CASA ANGELINI: AN INNOVATIVE AND ENVIRONMENTALLY SUSTAINABLE PROJECT

Located in the heart of Rome's Appio-Tuscolano district, Casa Angelini houses the headquarters of the Parent Company Angelini Holding, Angelini Pharma, Angelini Ventures, Angelini Real Estate and Angelini Investments. The headquarters of the Angelini Industries Group is the result of a major urban redevelopment project, a technologically innovative and environmentally sustainable architectural solution, to the advantage of employees and the community, who benefit from reduced emissions and increased green areas. The multi-purpose complex covers an area of 25,000 m², with various areas: offices, an auditorium, a company canteen, training rooms and an underground garage. Work is also in progress to create a company nursery.





Nice to meet you, we are Angelini Technologies.

THIS IS OUR **SUSTAINABILITY**
PROJECT.



Milvio, Valerio.

2. Sustainability for Angelini Technologies - Fameccanica

SUSTAINABILITY GOVERNANCE

In keeping with its vision, mission and founding values, and with the approach of the Angelini Industries Group, Angelini Technologies - Fameccanica has made a concrete commitment to sustainability, considering the latter a competitive lever and at the same time a factor of responsibility towards the future and coming generations.

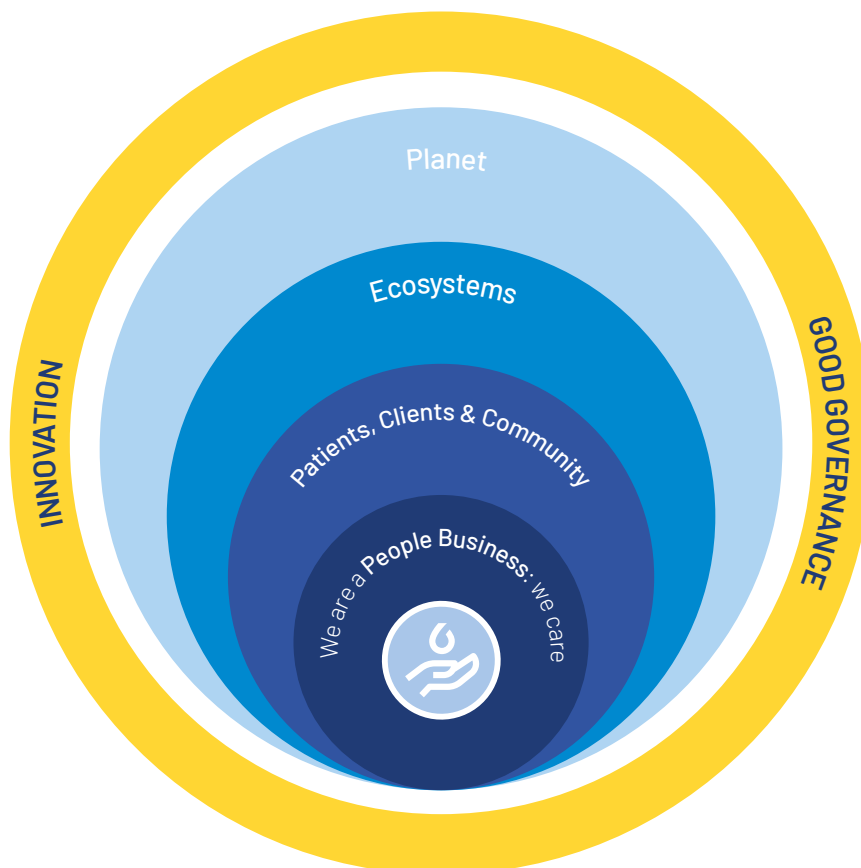
For Angelini Technologies - Fameccanica, sustainability means, on the one hand, reducing the impacts of its business activities and, on the other, implementing initiatives to improve the well-being of people, society and the environment.

Angelini Technologies - Fameccanica considers sustainability a duty and an opportunity to constantly improve the quality of its products and services, ensuring respect for human rights, promoting sustainable practices to preserve natural resources, also through sustainable procurement initiatives.





The following is a list of the initiatives launched in 2023 by both Angelini Technologies - Fameccanica and the Angelini Industries Group, which obviously also have a positive impact on the Company itself.

- **Acceleration of ESG governance (Angelini Industries):** creation of a new Sustainability Department managed by the **Group Chief Sustainability Officer** reporting directly to the CEO of the Group, and development of **central and transversal teams**, designed to ease the implementation of a common ESG strategy, supported by shared targets and methodologies.

- **Design of the first Group ESG plan**, which, by taking account of and enhancing the ESG commitments already made by Angelini Industries and its Companies, including Angelini Technologies - Fameccanica, identifies four pillars on which it intends to build in the coming years: **"People"** – creating an inclusive and safe work environment where our employees have all the tools necessary to work and constantly grow; **"Patients, Clients & Community"** – promoting access to treatments and empowering our communities to combat stigma, by generating knowledge and innovating; **"Ecosystems"** – collaborating with our suppliers and the entire ecosystem to promote virtuous change; **"Planet"** – reducing our environment footprint through lower impact from emissions, water and waste, and collaborating with suppliers to generate sustainable value chains. The enabling factors for achieving the ESG plan will be **Governance** and **Innovation**.



ANGELINI INDUSTRIES ESG PLAN 24-26 | 14 FLAGSHIP TARGETS

	2024	2025	2026	2030
<p>(OUR) PEOPLE</p> 	<p>Well-being: Engagement rate $\geq 75^{(1)}$</p> <p>H&S: Zero serious injuries ambition for own employees⁽²⁾</p> <p>Development: Training hours/employee > European sector average</p>	<p>Inclusion: Achieve certification UNI/PdR 125:2022 on gender equality</p> <p>Incentives (cross): 100% N-1 and N-2 MBOs linked to ESG indicators</p>	<p>Local Communities and Ecosystem: Be a recognized partner to promote transition to future skills and contribute to closing the knowledge gap in the Italian system</p>	
<p>PATIENTS, CLIENTS & COMMUNITY</p> 		<p>Local Communities: +20% each year of employees volunteering for local communities</p>	<p>Health awareness and access to care: Be an accelerator of awareness & de-stigmatization to unlock access to care</p>	
<p>ECOSYSTEMS</p> 			<p>Partner with value chain: >90% strategic suppliers covered by Code of Conduct</p> <p>Embed responsible procurement: >90% strategic suppliers assessed on ESG criteria (by 2027)</p>	
<p>PLANET</p> 		<p>Climate: 100% renewable purchased electricity (Italy)</p>	<p>→</p> <p>100% renewable purchased electricity (Group)</p>	<p>Climate: Reduce GHG emissions in line with Paris Agreement (Group carbon footprint baseline finalized in 2024)</p> <p>Waste & circularity: -90% industrial waste to landfill</p> <p>Waste & circularity: 100% new products rolled out with EcoDesign considerations</p>

(1) Range 0-100.

(2) As defined by INAIL.

- **Refinement of the materiality analysis process of Angelini Industries**, with the involvement of Angelini Technologies - Fameccanica as well, starting from the Company's materiality and involving participation in workshops and surveys.
- **Strengthening of the reporting process**, with active participation in the Angelini Industries Group project, in terms of data collection through the development and implementation of a digital platform for reporting the ESG performance of the Angelini Industries Group in 2023. The platform made it possible to collect qualitative and quantitative KPIs, in line with GRI reporting standards and in a structured manner using a traceable workflow. This made the reporting process more robust, with positive impacts in terms of data reliability and standardization.
- **ESG training** designed for increasing awareness and internal culture in relation to aspects of sustainability. In particular, the following initiatives were organized in 2023:
 - participation in the Angelini Industries initiative for a number of **sustainability induction** sessions aimed at the Leadership Teams of all Angelini Industries Companies. The initiative, which involved more than 50 people, was developed to achieve various objectives such as: joint discussion of the challenges associated with governance/integration of sustainability into company processes, and greater reflection on the ESG risks/opportunities associated with major regulatory changes at European level (CSRD, Taxonomy, etc.);
 - **participation in the 4-week-long gamification event "Value Games"** of Angelini Industries, **aimed at all employees**, to create internal awareness of the Angelini Industries Group values: Ethics and Responsibility, Innovation, Performance, and Engagement.

The Corporate Governance model of Angelini Technologies - Fameccanica, based on the principles of fairness and transparency, supports the integration of sustainability within the business model and corporate strategy. The Sustainability Team is in charge of coordinating and ensuring the reporting process, the outcomes of which are shared with the Leadership Team through regular briefings. The Board of Directors is informed of the findings in the Sustainability Report. With reference to due diligence, it should be noted that a risk assessment⁽¹⁾ was carried out in 2023 pursuant to Italian Legislative Decree 231/2001, which led to the drafting of the Company's new Organization, Management and Control Model (approved in 2024).

(1) The final risk assessment is confidential and therefore not produced for reporting purposes.

THE ANGELINI TECHNOLOGIES - FAMECCANICA SUSTAINABILITY STRATEGY

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

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

Significant pillars for ESG issues have been identified in the sustainability roadmap, including climate change, eco-design, diversity & inclusion, sustainable procurement and ethical aspects. It should be noted that during 2023 a project was undertaken to align the Angelini Technologies - Fameccanica roadmap with the Angelini Industries Group's sustainability strategy.



OUR STAKEHOLDERS AND THE VALUE GENERATED AND DISTRIBUTED

STAKEHOLDER ENGAGEMENT

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

Particular attention is paid to the constructive involvement of Stakeholders, in accordance with the corporate values of trust and transparency. As far as external Stakeholders are concerned, the channels of dialogue and engagement activities depend on the corporate roles and Functions in charge of contacts and management of relations with institutions at a central level. On the other hand, with reference to internal Stakeholders, the dialogue tools and the frequency with which they are used depend on the various projects implemented by the Company. In general, these tools include: regular communications, face-to-face meetings, round tables, events and internal and external social media communications.

STAKEHOLDER MAP

Internal Stakeholders	<ul style="list-style-type: none"> • Shareholders • Board of Directors and Corporate Bodies • RSU • Employees/Collaborators
Market	<ul style="list-style-type: none"> • Clients • Suppliers • End Users • Competitors • Partners • Innovative startups
Community, territory & education	<ul style="list-style-type: none"> • Schools, universities and the scientific community • Local community and society • Media
Entities, institutions & associations	<ul style="list-style-type: none"> • Trade unions • Control bodies • Accredited certification bodies • Trade and industry associations • Credit institutions and banks • Public Administration • International agencies, institutes and bodies

INVOLVEMENT METHODS

Stakeholder engagement can be of three types:

- initiatives organized specifically for the preparation of this Sustainability Report;

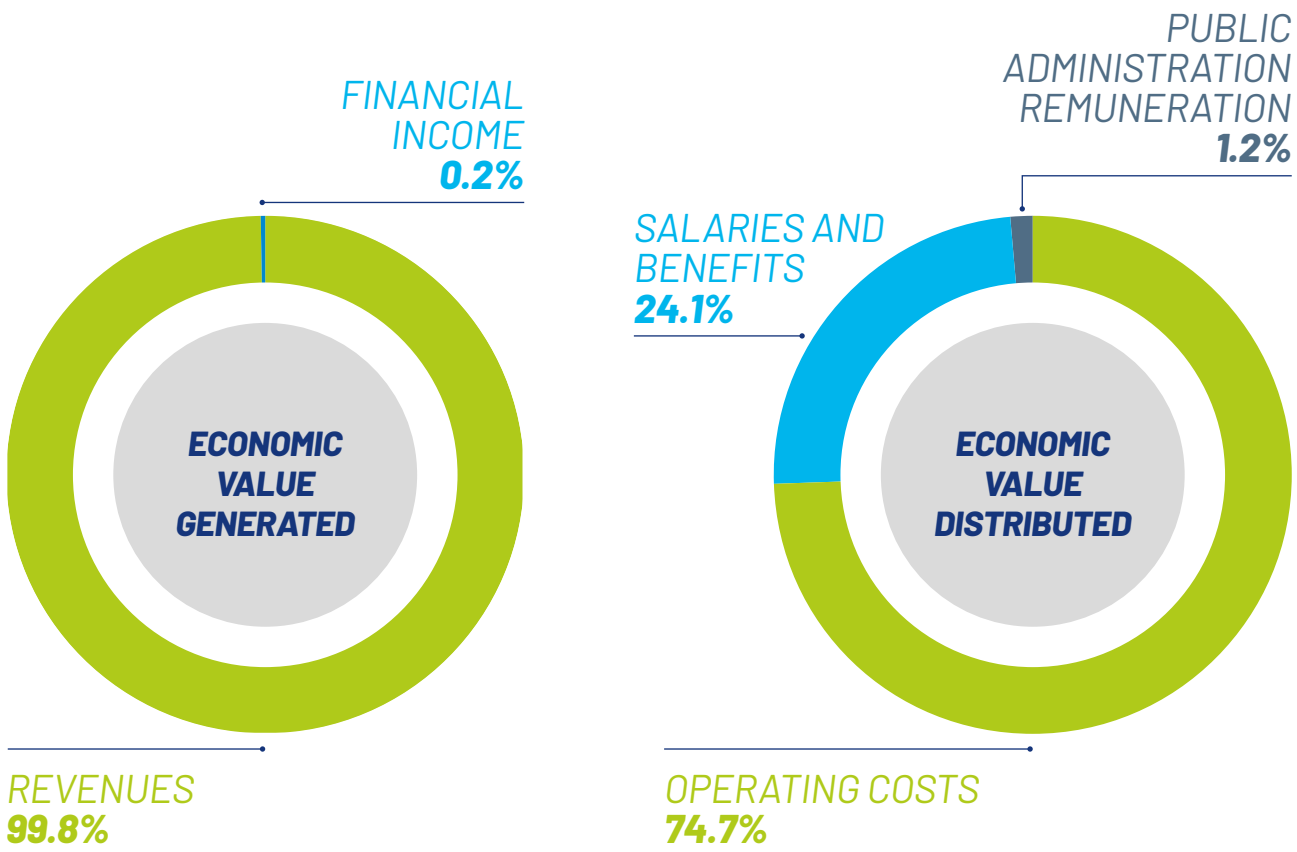
- opportunities for meetings which can be traced back to customary practices of dialogue and collaboration, independent of reporting requirements;
- initiatives planned as part of a structured listening process, which includes direct involvement of Stakeholders in the development of scenarios and solutions.

THE VALUE GENERATED AND DISTRIBUTED

The economic value generated and distributed by Angelini Technologies - Fameccanica is a useful indication of how the Group created wealth for its Stakeholders during the year. In 2023, the economic value generated by Angelini Technologies - Fameccanica is equal to **230 million euros**, an increase of 0.7% compared to the previous year. Over 92% **of the economic value generated was distributed to its Stakeholders**, including employees and suppliers, which represent the categories that benefit most from the value produced by the Group, accounting for 24% and 75% of the total distributed value, respectively.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED⁽²⁾ <i>(thousands of euros)</i>	2023	2022
Revenues	220,631	219,057
Other income	9,201	9,442
Financial income	437	165
Total economic value generated	230,269	228,664
Operating costs	158,378	154,220
Employee salaries and benefits	51,159	51,157
Payments to providers of capital	83	30
Investor remuneration	-	-
Payments to governments	2,491	1,974
Community investments	-	-
Total economic value distributed	212,111	207,381
Write-down of receivables	-	306
Unrealized exchange rate differences	527	68
Value adjustments of tangible and intangible assets	1,443	1,453
Value adjustments related to financial assets	-	-
Amortization	7,992	9,127
Amounts provided for risk provisions and other accruals	167	2,638
Reserves	8,029	7,691
Economic value retained	18,158	21,283



(2) Compared to the economic value generated and distributed, reported in the 2022 Sustainability Report, the following recalculations were made:
 - the item "Payments to governments", as in 2023, includes all taxes, whereas the 2022 reporting included only "Current taxes", with the remainder also removed from the reserves item;
 - as in 2023, a reclassification was made on the change in inventories, which were included under "Operating costs", whereas in the 2022 reporting they had been considered as a decrease in revenue. Therefore, the figures for 2022 have been restated by reclassifying the change in inventories and simultaneously including them in operating costs.





Stakeholders	Areas of interest	Main dialogue and involvement initiatives	SDGs
Shareholders	<ul style="list-style-type: none"> Economic and financial performance Corporate Governance Group strategy and business diversification 	<ul style="list-style-type: none"> Shareholder meeting Ad hoc meetings at conferences organized by banks or other institutions 	   
Clients	<ul style="list-style-type: none"> Products Services Partnerships Developments 	<ul style="list-style-type: none"> Customer meetings CRM Visits Periodic calls 	 
Financial community <ul style="list-style-type: none"> Banks Financial analysts Providers/Rating agencies 	<ul style="list-style-type: none"> Economic results and their sustainability Compliance with the law Corporate Governance Transparency Market trends and business sustainability Group growth strategy Acquisitions 	<ul style="list-style-type: none"> Regular conference calls and meetings with investors Ad hoc meetings at conferences organized by banks or other institutions 	  
Employees	<ul style="list-style-type: none"> Economic results and corporate strength Collective bargaining Intranet site Skills enhancement and career paths Work-life balance Socio-organizational well-being Remote work Transparency Occupational health and safety Environment and energy 	<ul style="list-style-type: none"> Angelini Industries Group/ Angelini Technologies - Fameccanica Town Hall Angelini Future Leaders (talent and manager development paths, promoted by Angelini Academy) Angelini Industries Group & Angelini Technologies - Fameccanica Sustainability Workshop Other people engagement initiatives and surveys Materiality Assessment Survey HS&E Meeting Innovation Portal Sustainability/ESG Training Angelini Industries Value Games 	        

Stakeholders	Areas of interest	Main dialogue and involvement initiatives	SDGs
Trade unions	<ul style="list-style-type: none"> Economic results and corporate strength Work-life balance Remote work Socio-organizational well-being Occupational health and safety Environment and energy 	<ul style="list-style-type: none"> Trade Union Meetings RSU (United Trade Union Representatives) and RLS (Workers' Safety Representatives) Periodic Health and Safety Meeting (Article 35 TUS) Meetings with trade unions 	
Suppliers <ul style="list-style-type: none"> Suppliers and business partners Suppliers of goods and products Direct and indirect service providers Distributors 	<ul style="list-style-type: none"> Compliance with contractual commitments Continuity of the relationship Innovation Willingness to collaborate in partnerships and for new business models Digitalization Compliance with MOGC 231 Model and Code of Ethics 	<ul style="list-style-type: none"> Supplier visits and meetings Partnership initiatives Procunity Supplier Portal Contractors Victoria RMS Portal Suppliers Day 	
Institutions, entities, associations, bodies <ul style="list-style-type: none"> MOGC 231 Supervisory Body Covid-19 Emergency Commissioner National and local government institutions (Ministry of Health, local authorities, etc.) Civil Defence PA and control bodies - ARPA, ASL, ITL, VVF, INAIL, INPS, ASL, etc. (e.g., Regulations: Occupational Health and Safety, Environment, Labor and Immigration, Financial Aspects, GDPR, etc.) Certification and auditing bodies Employers' associations Trade associations 	<ul style="list-style-type: none"> Compliance with health, labor and environmental laws and regulations, etc. Privacy and information/data security Adherence to international ISO standards Certification of the Financial Statements Reduction of CO₂ emissions Responsible use of natural resources (energy, water) and energy efficiency (clean and renewable energy) Management of hazardous substances and responsible treatment of hazardous waste Improving and maintaining adequate health and safety standards Compliance with MOGC 231 Model and Code of Ethics 	<ul style="list-style-type: none"> Continuous dialogue with local, national and European institutions Specific meetings and round tables Meetings, position papers issued by Confindustria/UCIMA (Union of Italian Automated Packaging Machinery Manufacturers) Regular meetings and information flows with the Supervisory Body 	

Stakeholders	Areas of interest	Main dialogue and involvement initiatives	SDGs
<p>Communities</p> <ul style="list-style-type: none"> • Society and regional and local communities • Third sector organizations (non-profit, NGOs, etc.) • Media and opinion leaders 	<ul style="list-style-type: none"> • Supporting solidarity initiatives • Social investments in the community • Support for young people and families • Social Innovation • Transparency • Support for youth training • Contribution to art, culture and music 	<ul style="list-style-type: none"> • Participation in initiatives with Angelini Industries Group Companies (e.g., Christmas Market 2023 with WeWorld) • Guaranteed Mobility 2022 • Pescara Jazz Festival 2022 • Treadom Project 	
<p>Universities, schools and the world of research</p>	<ul style="list-style-type: none"> • Social Innovation • Partnerships of excellence • Technological innovation • Support for youth training 	<ul style="list-style-type: none"> • Collaborations and projects with universities • Job orientation and collaborative project development (collaborative research) • Job orientation and technical knowledge development • PCTO - Percorsi per le Competenze Trasversali e l'Orientamento • TecnicaMente 	

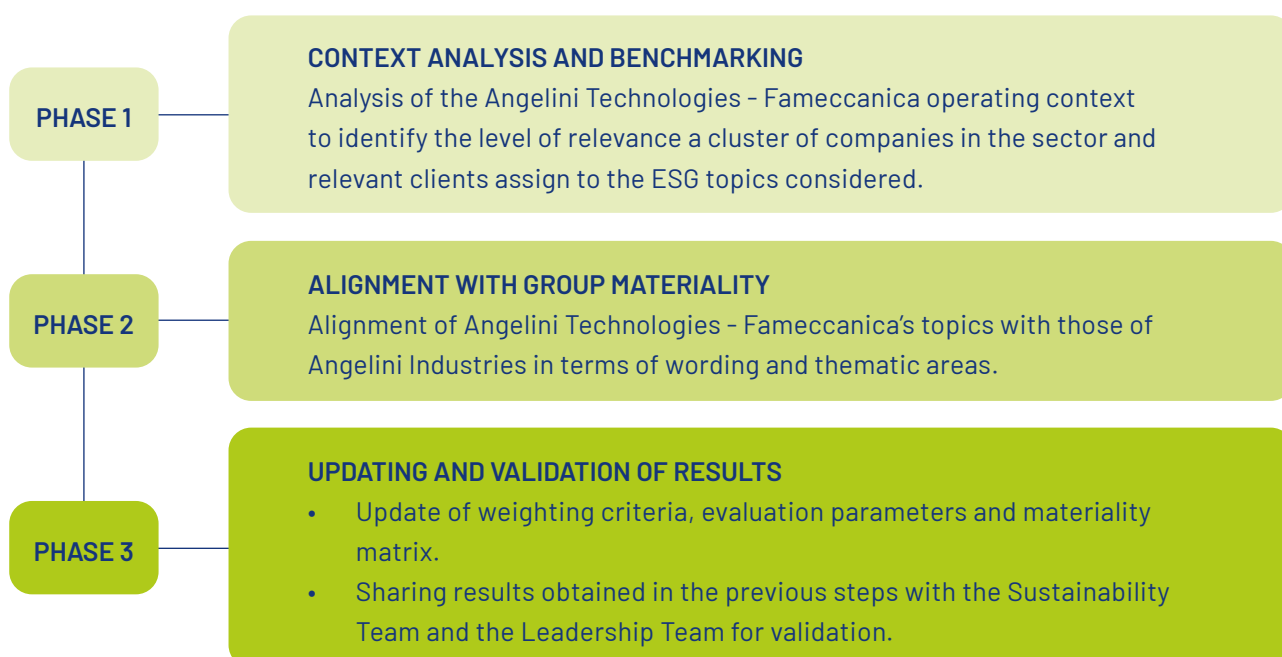
MATERIALITY

Consistent with the Angelini Industries materiality analysis, Angelini Technologies - Fameccanica has carried out an **update of the materiality analysis already performed in 2022**, in order to validate the topics considered relevant and significant for its business and Stakeholders and, at the same time, align itself with the Angelini Industries Group's strategies regarding the materiality determination process.

The decision to update the analysis can be attributed to two main factors. First, it was decided to confirm the validity of the significant topics identified during the previous year, given the proximity of the start of the reporting process for 2023 with execution of the previous materiality analysis in May 2023, the latter being a particularly detailed analysis involving over **140 internal and external Stakeholders**. Second, Angelini Technologies - Fameccanica set itself the objective of verifying the possible presence of new emerging topics arising from developments in the sector and regulatory environment.

This update responds to the requirements of **GRI 2021** and is inspired by two further regulatory references utilized in defining Stakeholder relevance: the **AccountAbility AA1000 Stakeholder Engagement Standard (AA1000SES)** and the **Implementation Guideline (IG 1) of the European Sustainability Reporting Standard (ESRS)** prepared by the European Financial Reporting Advisory Group (EFRAG).

The survey was carried out using a structured approach, starting with the 19 potentially material topics considered in 2022 and their respective impacts and outcomes, with the following steps.



Phase 1 - Context analysis and benchmarking

To update the materiality process, Angelini Technologies - Fameccanica used as its starting point the set of topics and impacts assessed for the 2022 reporting by a panel of Stakeholders selected on the basis of their knowledge of the topics related to the three ESG (Environmental, Social, Governance) dimensions.

Moreover, aware of the dynamic and rapidly changing environment in which it and its clients operate, Angelini Technologies - Fameccanica considered it essential that the materiality update be based on an exhaustive list of ESG topics, covering all areas potentially relevant to its value chain. Thus, the list of sustainability topics already identified for the 2022 reporting, through examination of internal and external Angelini Technologies - Fameccanica communication sources, investor ESG topics, media reports, sustainability standards and frameworks (e.g., GRI and SASB, ISO 26000 Guidelines), and UN Sustainable Development Goals (SDGs), was updated based on a desk analysis conducted on 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, Angelini Technologies - Fameccanica considered it essential to align its materiality analysis with that presented by the Group in its own 2023 Sustainability Report.

The topics identified, although partly specific to the sector and peculiarities of Angelini Technologies - Fameccanica, have been, where possible, aligned with the topics of the Parent Company Angelini Industries, following the process outlined below:

- topics covering related areas were brought under a single macro-topic⁽³⁾;
- certain topics have been renamed to better suit the reality of the entire Group;
- the topic areas were aligned with the areas considered for Angelini Industries (Environmental, Social, Governance and Prerequisites).

Following this process, from the 19 topics considered in 2022, **15 potentially material topics** and 2 prerequisites were identified, the latter being topics that are unavoidable, i.e. already heavily monitored within the Company or governed by regulations. The table below illustrates and summarizes the results of this activity⁽⁴⁾.

(3) The score established for the macro-topic corresponds to the average of the scores assigned in the survey submitted to the Stakeholders in May 2023 for the topics associated with the macro-topic.

(4) With regard to the topics listed in the table, the following merging is noted: the topic "Partnerships and Stakeholder relations" includes the topics "Stakeholder involvement and listening" and "Partnerships and collaborations"; the topic "Creation and distribution of economic value" includes the topics "Economic growth and distribution of generated value" and "Employment stability and protection of human capital".



ENVIRONMENTAL

- Energy efficiency
 - Climate change
 - Sustainable management of natural resources
 - Product innovation (R&D - IP)
-



SOCIAL

- Developing and valuing human capital
 - Welfare and well-being
 - Commitment to the territory and community support
 - Customer focus 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 validation of results

In the process of updating the materiality results, it was decided to replicate the methodology adopted by the Parent Company to determine the materiality of Stakeholders and the related **weighting criteria**. Each of the five Stakeholder categories involved in the survey was assigned a weight, drawing inspiration from the **parameters of influence and dependence** established in the AA1000 Stakeholder Engagement Standard⁽⁵⁾.

From the analysis performed, **15 potentially material topics** and **2 prerequisites emerged** (Quality, Reliability and Safety of Products; Ethics and Compliance).

The **likelihood** and **severity** values associated with the various potentially material topics, assessed by Stakeholders on the basis of relevance alone, were estimated using the values obtained for the Angelini Industries Group⁽⁶⁾. This process takes into account the direct involvement of Angelini Technologies - Fameccanica in the initiatives that led to the definition of Angelini Industries material topics, ensuring representation of its perspectives and priorities in the results of this analysis.

Downstream of that just described, in order to arrive at a shared vision that is appropriate to the specific situation of Angelini Technologies - Fameccanica, an internal engagement activity was performed with the involvement of the **Sustainability Team** and the **Leadership Team**, with the categories of Stakeholders best prepared and informed on the evolution of the sectoral, regulatory and organizational context and able to detect the needs of other Stakeholders through various communication channels. The involvement of these two categories in the end led to the revision and validation of the material topics for 2023.

(5) Weights assigned to the Stakeholder categories considered: Leadership Team (40%), Sustainability Team (22%), other employees (12.67%), suppliers and business partners (12.67%), customers (12.67%).

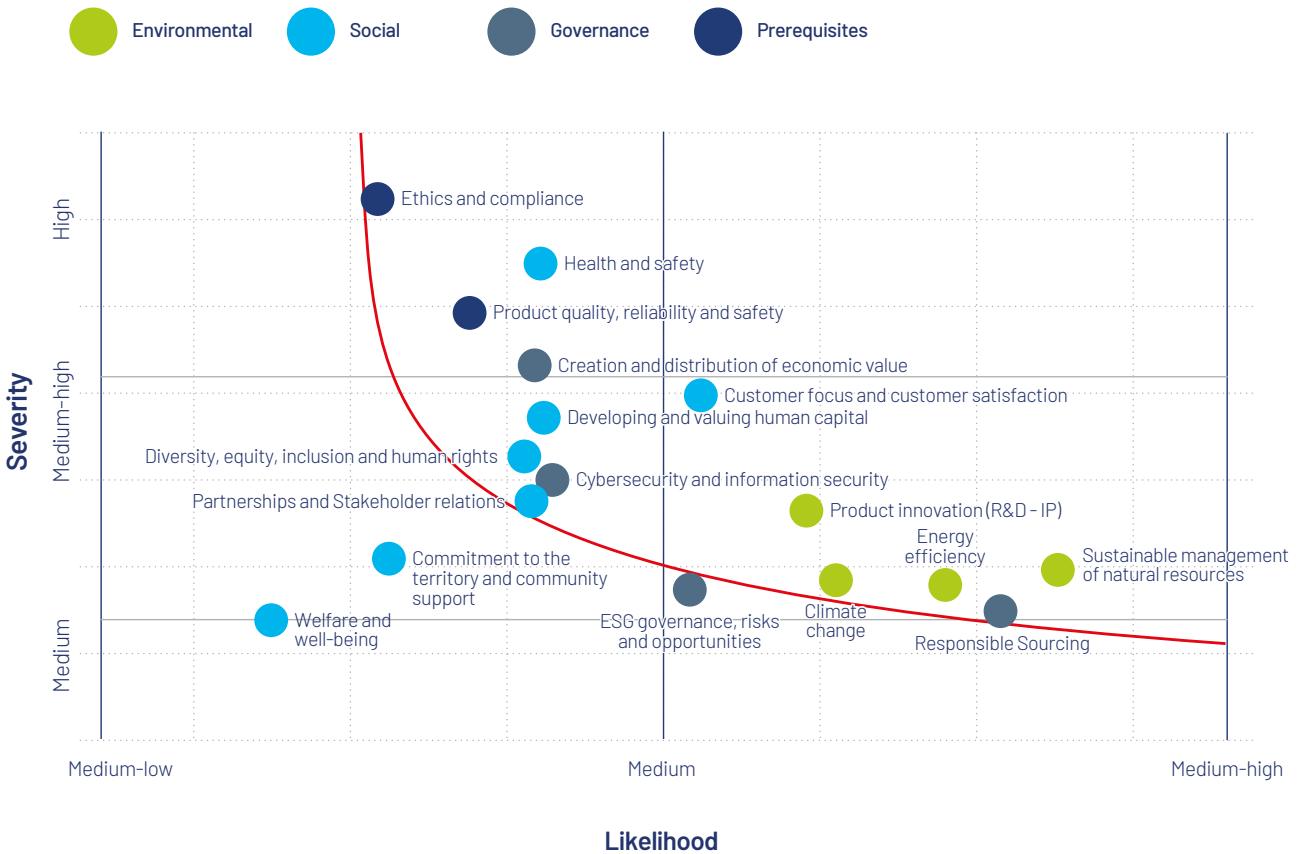
(6) The estimate obtained is based on the assumption that the difference in materiality between Angelini Technologies - Fameccanica and the Parent Company Angelini Industries is equally distributed between the two parameters of likelihood and severity. Furthermore, the assessment was made without distinguishing between effective and potential impacts, but considering them as a whole.



MATERIALITY MATRIX (INSIDE-OUT PERSPECTIVE)

The **materiality matrix** below, drawn up from the results of the materiality analysis update, shows:

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



The materiality matrix depicted above shows that the 15 potentially material topics and 2 prerequisites are concentrated in areas of medium-high and 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 to be considered material topics. These topics received likelihood values in the medium-low range and medium-high severity, emerging as more urgent, and therefore more relevant, for Angelini Technologies - Fameccanica.

The remaining topics, although of high severity, were considered less urgent, as they were already adequately addressed within the Company through initiatives and projects implemented in recent years.

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

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

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

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (i.e. POSSIBILITY OF HAVING A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
Energy efficiency - ENVIRONMENTAL	<ul style="list-style-type: none"> Environmental impact of the Company and greenhouse gas emissions through procurement from conventional energy sources E- or renewables E+ Energy crisis management as a result of correct EP+ or incorrect consumption and energy efficiency management EP- Environmental impact through the creation of socio-economic value, contribution to the development of local energy communities E+ 	<ul style="list-style-type: none"> ISO 50001:2018 (Energy Management System) Adoption of an energy policy Commitment to switching to renewable resources (e.g., installation of photovoltaic panels at the Italian headquarters) Plant renewal initiatives (heat, lighting)
Climate change - ENVIRONMENTAL	<ul style="list-style-type: none"> Fighting climate change, through alignment E+ or non-alignment E- with regulations, targets or standards related to emissions and climate change Levels of air pollution in the territories of the Group's production plants impacting local communities E- Level of exposure EP- of local communities and areas to extreme weather events (e.g., floods, flooding, hurricanes, desertification, etc.) 	<ul style="list-style-type: none"> CBAM (Carbon Border Mechanism Adjustment) Regulation Scope 2 GHG Protocol reduction as a result of self-generation of energy from renewable sources (parking area with photovoltaic panels)
Sustainable management of natural resources - ENVIRONMENTAL	<ul style="list-style-type: none"> Preservation of natural resources, the environment and the local community EP+ Development of staff and market awareness and knowledge of ESG issues E+ Impacts of the procurement process and product/waste disposal process E- and on the availability of products and services with high environmental performance E+ 	<ul style="list-style-type: none"> ISO 14001:2015 (Environmental Management System) Compliance with the Consolidated Law on the Environment Adoption of an environmental policy Single Environmental Authorization Voluntary carbon offsetting initiative (Treedom) and circularity (Sustainable Click) Measures for waste reduction and recycling (adhesion to the RiVending initiative) Digitalization (e.g., Paperless, Meeting Rooms, Digital Signature) Green PCs
Product innovation (R&D - IP) - ENVIRONMENTAL	<ul style="list-style-type: none"> Availability of investment/capital to benefit the economic system in which Angelini Technologies - Fameccanica operates (e.g., reference sector, geographic area, etc.), with an important effect, for example, on local employment rates E+ Availability of products and services to meet customer needs also from an ESG perspective on markets E+ Contribution to the industry's technological development and ability to meet future customer needs P+ Availability of technical solutions/products to ensure compliance with new ESG regulations (e.g., environmental sustainability, safety, etc.) and with high environmental performance E+ 	<ul style="list-style-type: none"> Implementation of IoT technologies Portfolio of patents and continuous investment in the development of new technologies Human resources skill enhancement Greenpackt® LIFE ALL-IN

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (i.e. POSSIBILITY OF HAVING A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
Developing and valuing human capital - SOCIAL	<ul style="list-style-type: none"> • Employment stability for company personnel and creation of employment impact in local area E+ • Opportunity for each employee to realize their full potential and enhance their skills professionally EP+ • Diffusion of culture and skills related to Angelini Technologies - Fameccanica's business E+ 	<ul style="list-style-type: none"> • Implementation of the Lifelong-Continuous Learning project • Training programs delivered by Angelini Academy • My Performance for employee performance appraisal • Provision of management training and development, on-boarding training and technical training • Adoption of inbound flexibility and agile/remote work
Customer focus and customer satisfaction - SOCIAL	<ul style="list-style-type: none"> • Satisfaction of actual customer needs and/or requirements E+ • Customer trust in Angelini Technologies - Fameccanica through proper E+ or improper E- communication from the Company 	<ul style="list-style-type: none"> • Customer satisfaction surveys and market analysis through the Strategic Marketing Function • 24-hour after-sales service and remote assistance • Planning of customized customer-oriented strategies
Partnerships and Stakeholder relations - SOCIAL	<ul style="list-style-type: none"> • Well-being and prosperity of the main Stakeholders with which Angelini Technologies - Fameccanica interacts (e.g., employees, local communities, business partners, etc.) thanks to the consolidation of the relationship through continuous channels of contact and dialogue and the transparent management of information in alignment with corporate values and principles E+ • Diffusion of social impacts (e.g., health and safety of workers, protection of human rights, appropriate remuneration policies, etc.) and environmental impacts (e.g., greenhouse gas emissions, energy and water consumption, responsible selection of materials, etc.) along the supply chain EP+ 	<ul style="list-style-type: none"> • Collaborations with schools and universities • Relations with local suppliers • Customer focus
Diversity, equity, inclusion and human rights - SOCIAL	<ul style="list-style-type: none"> • Developing awareness of and respect for diversity and inclusion topics and valuing individual diversity E+ • Employment stability and economic security for all company staff, without discrimination E+ • Gender gap in terms of opportunities, skills and salary E- • Protection of fundamental human rights and worker rights through requirements, procedures, controls and partnerships on the topic E+ • Respect for meritocracy, the principle of "equal pay for work of equal value" and elimination of the gender gap E+ 	<ul style="list-style-type: none"> • Ensuring equal opportunities for all staff and maximum inclusion within the organization • Initiative to align with the principles and criteria of UNI/PdR 125:2022 (Reference practices for the guidelines on gender equality management system) and ISO 30415 Guidelines (Human Resources Management - Diversity, Equity and Inclusion)

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

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (i.e. POSSIBILITY OF HAVING A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
Health and safety - SOCIAL	<ul style="list-style-type: none"> Protection of psycho-physical well-being, health and safety of employees and all individuals whose operational activities are under the direct control of the organization E+ Respect for laws and regulations (including voluntary ones) in force in the field of occupational health and safety resulting in a positive or negative impact on the corporate reputation E+/- Prevention E+ and occurrence E- of injuries and occupational diseases 	<ul style="list-style-type: none"> 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 Law and the CCNL Welfare Plan for Angelini Technologies - Fameccanica employees
Creation and distribution of economic value - GOVERNANCE	<ul style="list-style-type: none"> Well-being and prosperity of the main Stakeholders with whom Angelini Technologies - Fameccanica interacts (e.g., employees, local communities, business partners, etc.) E+ Creation and/or distribution of economic and employment value for Stakeholders E+ Well-being and prosperity of employees EP+ Social impacts of high E+ or reduced E- employment stability linked to turnover and talent attraction dynamics 	<ul style="list-style-type: none"> Accounting systems Performance monitoring Guarantee of stability and continuity of employment for its employees
Cybersecurity and information security - GOVERNANCE	<ul style="list-style-type: none"> Protecting the security and confidential information of customers and all entities with which the organization interfaces E+ Dissemination, throughout the value chain, of individual data protection practices, with repercussions for the local area and community rights E+ Offering the market high-performance products with little vulnerability with regard to cybersecurity E+ 	<ul style="list-style-type: none"> ISO/IEC 27001:2013 (Information Security Management System) Training policy and employee involvement Continuous monitoring of the security level through external assessments Investment in technology for digital identity protection, physical protection and logical protection
Responsible Sourcing - GOVERNANCE	<ul style="list-style-type: none"> Creation of a local economic supply chain E+ Environmental and social impacts related to the organization's activities and its contractors EP+/- Value E+ for the local area, through collaboration between Angelini Technologies - Fameccanica and its supply network (e.g., opportunities for growth and realization of economies of scale and learning, etc.) 	<ul style="list-style-type: none"> Strictly local supply chain Supplier performance evaluation system Code of Ethics

TOPIC	MAIN NEGATIVE AND POSITIVE IMPACTS (i.e. POSSIBILITY OF HAVING A POSITIVE OR NEGATIVE IMPACT)	POLICIES, INSTRUMENTS AND MONITORING METHODS
<p>Ethics and compliance - PREREQUISITES</p>	<ul style="list-style-type: none"> • Protection of the Code of Ethics and legality, prevention or facilitation of unlawful behavior in areas such as the laundering of profits from illegal activities, bribery and corruption, anti-competitive behavior, etc. E+ • Compliance with applicable economic, environmental and social laws and regulations (including those of a voluntary nature) with enhanced corporate reputation E+ • Well-being and prosperity of key Stakeholders with which the organization interacts EP+ 	<ul style="list-style-type: none"> • Application of the corporate Code of Ethics • Establishment of the Whistleblowing and Privacy system • Adoption of the Organization, Management and Control Model pursuant to Italian Legislative Decree 231/2001 • Privacy Model • EcoVadis Silver Medal • Voluntary Sustainability Report and Limited Assurance
<p>Product quality, reliability and safety - PREREQUISITES</p>	<ul style="list-style-type: none"> • Material quality and durability characteristics E+ • Product safety for the customer and end consumer E+ • Customer satisfaction, action on the quality level of services delivered and attention to product details E+ 	<ul style="list-style-type: none"> • ISO 9001:2015 (Quality Management System) • Lean Six Sigma program • Plant conformity in line with Italian Legislative Decree 17/2010 and compliance with the UL 508A standard regulating the design and construction process of switchgears

THE SUSTAINABILITY REPORTING APPROACH

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

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

In order to commit itself to the SDGs, Angelini Technologies - Fameccanica carried out a self-assessment of its level of adherence to the Agenda 2030 sustainable development goals referred to in the Company's business model, with a dedicated project and a special working group involving employees throughout the organization, where each team member contributed to the collection of qualitative and quantitative information through the use of an assessment tool (SDG Action Manager); this assessment was updated for the year 2023.



The tool, launched by the UN Global Compact and B Lab, was designed to support companies in measuring and developing the impact of their sustainability performance and thus accelerating their organizational journey towards the SDGs through dynamic self-assessment, benchmarking and improvement.

The graph below makes it possible to see how the Angelini Technologies - Fameccanica business model contributes in various ways to all the SDGs, with a greater emphasis, 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 other SDGs.



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

One of the results achieved by the Sustainability Team⁽⁷⁾ is the mapping of ESG topics of interest to Angelini Technologies - Fameccanica, in addition to their potential contribution to individual SDGs, and the organizational areas involved. This mapping is an important step in any sustainability initiative, combined with the aim of improving corporate culture and awareness of the SDGs and possible concrete actions for achievement of the same.

(7) The involvement of the Sustainability Team also led to the definition of a proposed sustainability roadmap, submitted to the Leadership Team. This roadmap is currently being aligned with the Angelini Industries Group's ESG strategy.

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

OTHER SUSTAINABILITY INITIATIVES

In addition to the above-mentioned initiative, other project activities related to sustainability issues in various company areas have been initiated in the last two years:

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

The benefits that can be derived from the implementation of the above-mentioned initiatives include reduction of CO₂ emissions, optimization of processes and spaces for waste management, reduction of plastic and waste, optimization of costs, improvement of working conditions, etc.

Some of the initiatives are described in more detail within this Report, in the relevant paragraphs and chapters.

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

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

- Sustainability Makers;
- AIAS (Italian Environment and Safety Association);
- ASSIDAL (Italian Employers Association).

Nice to meet you, we are Angelini Technologies.

LEARN MORE ABOUT OUR **GOVERNANCE.**

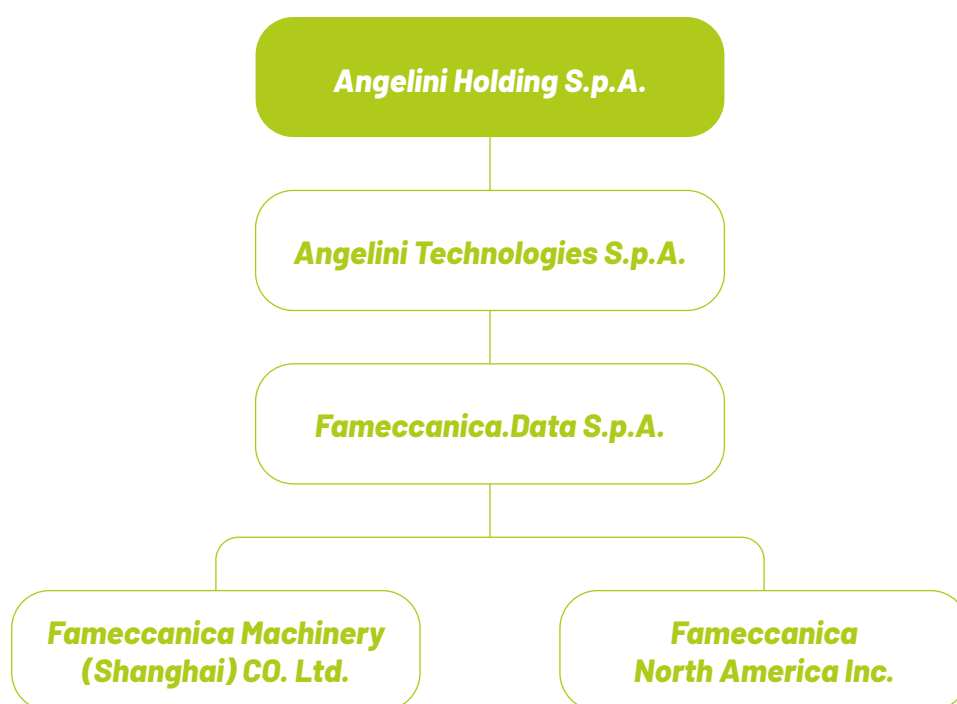


Giambattista.

3. Governance

THE CORPORATE GOVERNANCE MODEL

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



The Corporate Governance Model adopted by Angelini Technologies - Fameccanica is aligned with market best practices and is inspired by the Angelini Industries Governance Model, the latter based on the highest standards of transparency and fairness in the management of the Company and with reference to Stakeholders.

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

The Angelini Technologies - Fameccanica corporate governance system is not only an essential tool for ensuring the effective management and control of activities within the Company, but is also oriented towards creating value for shareholders, ensuring economic and financial stability, controlling business risks and providing transparency to Stakeholders and the market.

CORPORATE BODIES

The Board of Directors is the body entrusted with the management of the Company's ordinary and extraordinary activities, without prejudice to the activities that under the law or the Articles of Association are delegated to the Shareholders' Meeting; within the scope of its powers, the representation of the Company is entrusted to the CEO.

The selection process for members of the Board of Directors (BoD) is carried out by means of an indication and subsequent appointment with a resolution by the Shareholders' Meeting⁽⁸⁾. The body consists of one executive member and two non-executive members⁽⁹⁾, as described in the table below.

BoD AS AT 12/31/2023 ⁽¹⁰⁾	Gender	Age group	Position
Marco Morbidelli	Male	Over 50	Chairman of the BoD
Alessandro Bulfon	Male	Over 50	Managing Director (Executive position)
Massimo Marin	Male	30-50	Director

(8) Pursuant to the Italian Civil Code, the Company has no internal committees.

(9) The members of the Company's Board of Directors are all employees of the Angelini Industries Group; therefore, no independence criteria apply. Members hold office for the period established in the Shareholders' Meeting resolution appointing them, up to a maximum of three financial years, as provided for in the Company's Articles of Association. Therefore, their term of office expires on the date of the meeting called to approve the financial statements for the last financial year of their office, except for the causes of termination and forfeiture provided for by law and the Articles of Association.

(10) The composition of the Board of Directors had not changed as at 06/30/2024.

Marco Morbidelli, Chairman of the Board of Directors of Angelini Technologies - Fameccanica, is also Group Chief HR & Organization Officer of Angelini Holding S.p.A.

The Company mitigates potential conflict of interest situations by implementing and enforcing the procedures, systems and organizational measures set out in the MOGC and the Code of Ethics. In addition, since December 2023 there has been a Group Policy on the management of conflicts of interest.

The Board of Statutory Auditors is composed of three standing auditors and two alternate auditors, and provides oversight over the activities of the company directors, ensuring that the Company is managed in accordance with the law and the deed of incorporation.

BOARD OF STATUTORY AUDITORS AS AT 12/31/2023 ⁽¹¹⁾	Gender	Age group	Position
Riccardo Tiscini	Male	Over 50	Standing auditor - Chairman
Fabrizio Marchetti	Male	Over 50	Statutory auditor
Lorenzo Barbone	Male	Over 50	Statutory auditor
Gianluca Leone	Male	30-50	Alternate auditor
Giuseppe Marciano	Male	Over 50	Alternate auditor

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

SUPERVISORY BODY AS AT 12/31/2023 ⁽¹²⁾	Gender	Age group	Position
Daniele Del Monaco	Male	Over 50	Standing members
Luigi Fischetti (until November 2023, Guido Vaciago)	Male	Over 50	Standing members
Giovanni Battista Cali	Male	Over 50	Standing members

(11) The composition of the Board of Statutory Auditors had not changed as at 06/30/2024.

(12) The composition of the Supervisory Body had not changed as at 06/30/2024.

ANGELINI TECHNOLOGIES - FAMECCANICA LEADERSHIP TEAM

The management and supervisory bodies are supported by the Leadership Team, consisting of the heads of the various corporate Functions, as listed in the table.

LEADERSHIP TEAM AS AT 12/31/2023 ⁽¹³⁾	Gender	Age group	Position
Alessandro Bulfon	Male	Over 50	CEO
Luca Cesiro	Male	Over 50	Global Operations Director
Anna Pia Chiarandini	Female	30-50	Head of Global Communication
Francesco D'Aponte	Male	Over 50	Global Engineering Director
Giovanni De Deo	Male	30-50	Group Chief Financial Officer
Gabrio Leoni	Male	Over 50	Head of Global Project Management
Alberto Liverani ⁽¹⁴⁾	Male	Over 50	Global HR & Organization Director
Paola Olivieri	Female	30-50	Head of Business Development
Nicola Ranalli	Male	Over 50	Head of Legal Affairs
Francesco Scarrico	Male	Over 50	Global IT&Process Improvement Director
Elisabetta Veggetti	Female	Over 50	Global Supply Chain Director
Gloria Liu	Female	30-50	FMS Site Manager
Nicola Zampognaro	Male	30-50	FNA General Manager

(13) The composition of the Leadership Team had not changed as at 06/30/2024, outside of that already specified in a separate note.

(14) As of the preparation date for this Sustainability Report, no longer employed by the Company. As of 06/30/2024, the new Global HR & Organization Director and member of the Leadership Team is Alexander Puecher (over 50).

SUSTAINABILITY INDUCTION

During 2023, all members of the Board of Directors and the Company's Leadership Team were provided with specific sustainability training, aimed at supporting the Company's leadership in sustainability governance.

The main objectives included updates on European regulations, raising awareness of the risks and impacts of ESG issues on business value, and defining a business model capable of supporting innovation and business development by adequately responding to the increasing demands for ESG information from banks, financial institutions, rating agencies, customers and Stakeholders.

The Leadership Induction sessions provided an important opportunity to discuss key issues. These included the evolution of European regulations and standards such as the CSRD (Corporate Sustainability Reporting Directive) and the ESRS (European Sustainability Reporting Standard), the dual materiality and forward looking information approach, the Taxonomy of Sustainable Assets, the Sustainable Finance Action Plan, and the Financial Sector Sustainability Reporting Regulation (SFDR).

LEGAL AFFAIRS AND CORPORATE GOVERNANCE

Within Angelini Technologies - Fameccanica, **the Legal Affairs Function performs the role of constant control and monitoring of regulatory and jurisprudential developments**, incorporating relevant changes and adjusting the internal regulatory framework accordingly, thus ensuring that activities comply with regulations. The same Function also verifies compliance with this system, both in its internal application and in relations with Stakeholders.

The Legal Affairs Function also stimulates and encourages virtuous behavior by other company bodies and carries out a key activity that, when conducted according to best practices, supports and conveys a strong and clear message regarding the sustainability of the Company and its value. Therefore, in carrying out its activities, the Legal Affairs Function seeks to propose innovative and alternative solutions capable of improving company sustainability, transmitting to the other corporate areas the values and knowledge gained in its own professional sphere.

Compliance with ESG rules and parameters by all corporate Functions also involves knowledge and technical and implementation support from the Legal Affairs Function, which also serves as liaison for the various requests coming from the different corporate Functions⁽¹⁵⁾.

Finally, the Legal Affairs Function has the important objective of **developing a corporate governance and culture based on the principles of legality, transparency, traceability, fairness, prevention, anti-corruption and protection of rights**. The same Function ensures corporate compliance through:

- the adoption, promotion and continuous updating of corporate models or codes of conduct through the Organization, Management and Control Model pursuant to Italian Legislative Decree 231/2001 (MOGC) and the Company's Code of Ethics; on 03/27/2024, the Fameccanica.Data S.p.A. Board of Directors approved the new MOGC;
- ensuring that the processing of personal data (of both employees and customers/suppliers) carried out by the Company is done in a lawful, correct and transparent manner. The implementation of privacy compliance is ensured not only through monitoring compliance with regulations and measures adopted by national and European supervisory authorities, but also through the adoption of a **Privacy Organizational Model (MOP)**⁽¹⁶⁾.

In 2023, there were no substantiated complaints about breaches of customer privacy, nor were there any leaks, thefts or losses of customer data.

(15) A concrete example of environmental sustainability implemented by the Legal Affairs Function of the Company is the reduction of paper material used. This objective was achieved in particular through the computerization of digital archiving processes (DocuSign platform) for all company documentation with legal or probate value.

(16) Through this document, the Company identifies corporate strategies, general guidelines and internal operating provisions, as well as roles, tasks and responsibilities for proper management of personal data protection within the Company, in accordance with applicable privacy legislation.

THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM

The Internal Control and Risk Management System, which is an integral part of the Angelini Technologies - Fameccanica Corporate Governance Model, consists of the set of people, tools, organizational structures, standards and corporate rules aimed at enabling management of the Company that is consistent with corporate objectives.

Angelini Technologies - Fameccanica is committed on a daily basis to ensuring, disseminating and consolidating a culture of integrity and fairness in the performance of its activities. The Company operates in compliance with laws and regulations and acts to ensure that the entire organization is oriented accordingly.

Aware of the importance of preventing and effectively managing the risks associated with its activities, Angelini Technologies - Fameccanica implements a number of measures to monitor and guard against factors that could lead to negative impacts in terms of both actual and potential risk.

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

PRIVACY RISK

Angelini Technologies - Fameccanica follows specific Guidelines valid at the Angelini Industries level which define the roles and responsibilities of the actors involved in the processing of personal data, the general and management principles to be observed when performing processing activities, and the systems and processes implemented in order to guarantee the effectiveness and efficacy of the privacy management system.

As described above, privacy risk management is ensured not only by monitoring compliance with regulations and measures adopted by national and European supervisory authorities, but also through the adoption of a **Privacy Organizational Model (MOP)** and the related **Electronic Data Processing Register** required by European Regulation 2016/679 as an important aspect of corporate compliance in the area of personal data, seen as a necessary part of a proper data management system.

CYBER RISK

The Company, in line with the Angelini Industries Group, considers information security a top priority and is constantly committed to carefully managing the associated risks through implementation of an **Information Security Management System**.

The Angelini Industries Information Security strategy, called “Cyber GuardS”, consists of the 6 pillars illustrated in the infographic.



The nature of Angelini Technologies - Fameccanica's business and the confidentiality of the data it handles make the organization potentially susceptible to cyber attacks, which is why the Company has an Information Security Management System certified to the ISO/IEC 27001 standard.

In 2023, Angelini Technologies - Fameccanica passed its first surveillance visit after having obtained the relevant certification the previous year, testifying to the Company's effective and constant commitment to continuously improving its information security processes and tools. It should also be noted that the transition to the new revision of the standard is planned for 2024.



ETHICS AND COMPLIANCE

CODE OF ETHICS

For Angelini Technologies - Fameccanica, the Code of Ethics represents the instrument that expresses the set of values, principles and responsibilities that the Angelini Industries Group recognizes, accepts, shares and assumes. In this regard, the Company has adopted the Angelini Industries Code of Ethics, with a special resolution of the Board of Directors on September 15, 2022, encapsulating the values and principles shared by the entire Group and representing for all intents and purposes a binding corporate document. Its contents were the subject of special training given to all Angelini Technologies - Fameccanica employees.

SHARED VALUES AND PRINCIPLES

The Code of Ethics represents a guideline for the Company to best meet Stakeholder needs and expectations of ethical and moral conduct, including employees, the community, the market, society as a whole and new generations. The highest ethical principles of business, such as honesty, sincerity, fairness, integrity, responsibility, equity, legality, transparency, anti-corruption and the centrality of the person, are part of Angelini Technologies - Fameccanica's daily actions: these principles guide the Company in doing what is morally correct and responsible in its exercise of business.

All the people of Angelini Technologies - Fameccanica, without distinction or exception, conform their actions and conduct to the principles and content of the Code of Ethics within the scope of their functions and responsibilities, aware that compliance with the aforementioned Code is an essential part of the quality of their work and professional performance.

ORGANIZATION, MANAGEMENT AND CONTROL MODEL

The Organization, Management and Control Model ("Model") was last updated in May 2021. During 2023, with assistance from a leading law firm, a complete, effective and exhaustive risk assessment activity was carried out, involving all of the Company's departments.

Following this, in March 2024, the Board of Directors of Angelini Technologies - Fameccanica formally resolved to adopt the new Model.

Through Italian Legislative Decree 231/2001 regulations were introduced on the administrative liability of companies in relation to certain offences identified by the same legislation and committed, in the interest and to the advantage of the entity, by certain categories of persons (directors, employees, consultants, collaborators, agents, etc.).

The adoption of an Organization, Management and Control Model and its effective and constant implementation, in addition to representing grounds for the exemption of company liability with reference to certain types of offences, is an act of social responsibility which provides benefits to all Stakeholders: from shareholders to users, from employees to creditors and all other parties whose interests are linked to the Company's fortunes.

One of the purposes of the Model is to develop within employees, corporate bodies, consultants and business partners, who work on behalf of and in the interest of the Company in the context of specific sensitive activities, respect for the roles, operating methods, protocols and the organizational Model adopted itself, as well as awareness of the social and procedural value of the Model in order to prevent the commission of the predicate offences identified by Italian Legislative Decree 231/2001. Consequently, effective implementation of the Model is ensured through the constant control activity of the Supervisory Body (SB) and the combination of sanctions, whether disciplinary or contractual, that make the primary intent of effectively censuring all unlawful conduct undeniable.

CONFLICT OF INTEREST MANAGEMENT

Angelini Technologies - Fameccanica mitigates potential conflict of interest situations by implementing and enforcing the procedures, systems and organizational measures set out in the MOGC (Organization, Management and Control Model) and the Code of Ethics.

In addition to this, Angelini Industries has adopted a Policy on conflict of interest management, which sets out the general and fundamental principles aimed at ensuring compliance with all applicable laws and regulations on the management of conflicts of interest, as well as ensuring all Group Companies comply with national and international best practices on the subject.

The Group Policy was adopted to ensure that its representatives, exponents and all those who, for various reasons, collaborate with the Companies of the Angelini Industries Group (suppliers, consultants, partners, etc.) follow, in the performance of their activities, lawful, correct and transparent conduct, in line with the values that

inspire the Group in the pursuit of its company purpose, so as to prevent the risk of commission of offences and conduct that is in any case unlawful or improper.

Based on that established in the Group Policy, the Board of Directors and management of Angelini Technologies - Fameccanica comply with rules aimed at ensuring that all operations are conducted with integrity, transparency and fairness, and are committed to supporting and disseminating an ethical and law-abiding culture within the Company.

WHISTLEBLOWING MANAGEMENT SYSTEM

The Whistleblowing system was established to provide a reporting channel for alleged wrongdoing or offences and governs the submission and handling of such reports, regardless of who sends them or in what manner, also anonymously.

The system is intended to regulate the way in which reports of alleged irregularities or offences which an individual becomes aware of are made and handled, with the aim of:

- describing and governing the process of reporting alleged irregularities or offences, providing the whistleblower with clear operational indications on the subject, contents, recipients and methods of transmission of the reports, as well as on the forms of protection provided by the Company in accordance with the regulatory provisions;
- governing procedures for ascertaining the validity and substantiating reports in order to take appropriate corrective and disciplinary action, where appropriate.

The Company does not permit or tolerate retaliatory or discriminatory acts, whether direct or indirect, affecting working conditions against the whistleblower for reasons directly or indirectly linked to the report. Retaliatory and/or discriminatory measures include all unjustified disciplinary actions and any other form of retaliation leading to a downgrade in working conditions.

PREVENTION OF CORRUPTION AND BRIBERY

In 2023, the Angelini Industries Group adopted a **Group Anti-Corruption Policy**, also valid for Angelini Technologies - Fameccanica, which outlines the principles and operating practices to be followed in order to prevent the occurrence of corruption phenomena. Adequate training is provided to all personnel and mandatory training sessions have been implemented with respect to Italian Legislative Decree 231/2001, the Group Anti-Corruption Policy and relations with public officials. The Global Anti-Corruption Policy was delivered to the governance bodies and also to all employees of the Company⁽¹⁷⁾, starting in November 2023, with a deadline for its completion scheduled for January 2024⁽¹⁸⁾.

(17) This refers to all employees of the Italian branch of Fameccanica.Data S.p.A.

(18) To see the number of training hours provided to Board members and employees of the Company, please refer to the table on GRI 205-2 in the Appendix at the end of the Report.

Money can leave the Company only by following appropriate procedures that guarantee adequate decision-making and segregation of duties; in particular, all processes must include the following elements:

- separation, within each process, of the person who makes the decision (decision-making impulse) from the person who executes it and from the person entrusted with controlling the process itself (so-called “segregation of duties”);
- written records of each relevant step in the process (so-called “traceability”);
- an appropriate level of formalization.

Finally, note that no cases of corruption were identified during the 2023 reporting period.

CERTIFICATIONS AND BEST PRACTICES

The interest in and respect for all those who come into contact with Angelini Technologies – Fameccanica, together with the recent needs of the global market, have led the Company to acquire over time a particular sensitivity to the topics of the environment, energy, occupational health and safety, information security, quality and customer satisfaction. In this regard, the Company has voluntarily adopted and implemented the relevant management systems referring to international reference standards, aimed at monitoring performance and obtaining the relevant certifications following periodic third-party audits carried out by accredited bodies.

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

With reference to the Italian area, the Company has continued to integrate the various Management Systems, through an Integrated Policy System, so as to avoid duplication or overlapping of procedures, create synergies between significant management phases, and finally absorb existing activities that serve different purposes and can be used, combined and distributed in the integration process. All of this is with the aim of operating more effectively and efficiently, by adopting tools that allow corporate processes and activities to be kept under control through an **Integrated Policy System** linked to specific reference policies.

INTEGRATED POLICY SYSTEM



Consistent with the values of Ethics and Responsibility, Innovation, Performance, and Engagement, and in compliance with Environmental, Social, Governance (ESG) factors, Angelini Technologies - Fameccanica pursues the objectives of value creation and continuous improvement through a structured process of information security management, promotion of product and service quality, protection of workers' health and safety, and reduction of environmental impacts and energy consumption.

In 2023 Angelini Technologies - Fameccanica started the initiative to implement Diversity, Equity & Inclusion criteria and principles in line with national and international standards.



ISO 9001:2015
Quality



ISO 14001:2015
Environment



ISO 45001:2018
Occupational Health & Safety



ISO 50001:2018
Energy



ISO 27001:2013
Information Security

ISO 9001 defines the requirements for the implementation of a Quality Management System and is the most famous and widespread standard for ensuring continuous improvement of quality standards. Renewal of certification through third-party recertification audits was carried out in 2023.

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

Proper adoption of this methodology can thus guarantee, on one hand, improvement of product or service quality by eliminating production defects and controlling problems related to the standard deviation of processes (Six Sigma), and on the other hand, reduction of waste, optimization of resources and creation of value for the customer, as well as maintenance of quality levels achieved, thanks to the concept of continuous improvement (Lean Production).

INFORMATION SECURITY (ISO/IEC 27001)

As previously mentioned, in 2023 Angelini Technologies - Fameccanica maintained its third-party certification of the **ISO/IEC 27001** "Information Security Management" standard through a surveillance visit.

ISO/IEC 27001 AND INFORMATION SECURITY LEVELS

The ISO 27001 standard includes specific controls (which may also cover aspects related to Stakeholders such as 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, supplier relations relevant for information security management, incident handling (related to information security), regulatory compliance and Business Continuity management.

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

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

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

- **ISO 45001 (Health and Safety)**. The ISO 45001 scheme is one of the most important international tools for management of occupational health and safety issues, with the ultimate goal of helping companies provide a healthy and safe working environment for their employees and visitors;
- **ISO 14001 (Environment)**. ISO 14001 is the certified standard that demonstrates the Company has a management system able to control the environmental impacts of its activities, and systematically seeks improvement of the same in a consistent, effective and sustainable manner;
- **ISO 50001 (Energy)**. ISO 50001 certification specifies the requirements for creating, initiating, maintaining and improving an energy management system.



AUTHORIZED ECONOMIC OPERATOR

Angelini Technologies - Fameccanica was granted **AEO (Authorized Economic Operator) status for both customs simplification (AEOC) and Security (AEOS)**. The AEO concept is based on internationally recognized standards. It is a partnership program between customs authorities, the European organization and trade businesses. The status is recognized in the 27 Member States of the European Union.



The status of authorized economic operator (AEO) certifies a specific reliability status of a particular party vis-à-vis the customs authorities and is part of the new computerization procedures in relations between private entities and authorities in charge of control activities in international trade.

It offers the following benefits: fewer security checks, priority in customs clearance, business continuity mechanism, access to a faster and more reliable supply chain. AEO-authorized companies, in addition to the advantages listed

above, also enjoy a preferential channel in all those countries where mutual recognition of AEO status has already been extended: Norway, Switzerland, Japan, Andorra, the United States and China.

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

ECOVADIS (SUSTAINABILITY RATING)

In a world that is increasingly oriented towards the development and implementation of sustainable practices aimed at creating value while reducing impacts on the environment and intensifying concern for society, adherence to international compliance standards and eco-sustainability principles is becoming more and more important, and is a competitive factor.



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

EcoVadis is one of the most important international sustainability rating platforms, and assigns a score that demonstrates a company's commitment to sustainability issues, also through analysis of policies, actions and results, guaranteeing transparency for the Company with respect to potential customers and Stakeholders increasingly interested in the sustainability levels of their supply chains.

EcoVadis is one of the leading providers of international environmental sustainability ratings, employed by over 90,000 companies and offering constant monitoring solutions as well as improving the sustainability project in global procurement chains.

The assessment model, based on globally recognized standards, such as GRI (Global Reporting Initiative), UNGC (United Nations Global Compact), ISO 26000 (Social Accountability Standard) and overseen by an international scientific committee, consists of verifying, by means of a questionnaire, the supplier's performance in relation to the following 4 macro-areas: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

With a long-standing commitment to ESG issues, for the Italian scope, **Angelini Technologies – Fameccanica** has achieved remarkable results for the EcoVadis exam on corporate sustainability, receiving the **Silver Medal and ranking in the 15% of companies assessed⁽¹⁹⁾ on a global level that have obtained the best scores and ranking in the 4% of best-performing companies in the sector under assessment.**

[FIND OUT MORE ABOUT ECOVADIS](#)



(19) Assessment obtained in 2024 based on the closure of the questionnaire carried out in 2023.

Nice to meet you, we are Angelini Technologies.

WE CREATE **INNOVATION.**



Simona, Fabrizio.

4. **Innovation & Digitalization**

APPROACH TO INNOVATION

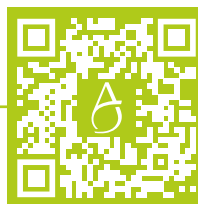
The possibility of a close connection between product and innovation only exists when one responds to complex needs with the ability to fully understand the requirements, use the available tools and imagine opportunities that go beyond the actual horizon of the individual project challenge.

Angelini Technologies - Fameccanica has embraced this attitude and aims to make the best possible use of the investments it has made so far in introducing new technologies, enhancing the skills of its employees and integrating digitalization. This strong push for innovation is one of the founding principles of the Division. In 2023, the Company was named one of Italy's most innovative companies in terms of the number of patents filed (EPO) and to date has more than 1,100 active patent applications, covering more than 240 separate inventions.

INNOVATION IS ALSO SUSTAINABILITY

Over the past few years, thanks to continuous investment in the introduction of new technologies and the strengthening of the skills and knowledge of the workers in the Research and Development area, Angelini Technologies - Fameccanica has been able to finance and implement several national and international projects. This is the context for the **LIFE ALL-IN** project implemented within the European LIFE⁽²⁰⁾ program. The goal is to launch an innovative eco-friendly integrated process that, for the first time, combines on the same machine the production process of AHP (Absorbent Hygiene Product) with processes for in-line processing of raw materials normally produced off-line. The expected results are a 23% reduction in raw materials and a 10% reduction in CO₂. The project includes processes developed for the in-line processing of material such as 3D Topsheet and in-line perforation of non-woven material.

WATCH THE VIDEO OF THE LIFE ALL-IN PROJECT



(20) The LIFE program is the EU's financial instrument for the environment and climate action. It has been active since 1992 and has co-financed more than 5,500 projects across the EU.

To support the customer in designing the entire production process, Angelini Technologies - Fameccanica developed **Greenpackt**[®], an innovative, patented, integrated packaging system that allows industrialization and automation of the production of sustainable single-use detergent packaging. Greenpackt[®] simplifies production processes, ensures child safety, provides high moisture resistance and saves the equivalent of 4 million young trees in terms of CO₂ emissions in one year of production.

EXPLORE THE GREENPACKT[®] PACKAGING SYSTEM



AUTOMATION AND ROBOTICS

Industrial robotics allows Angelini Technologies - Fameccanica to offer its partners flexibility and operational excellence in areas such as automated production, logistics and warehousing. The Company is dedicated to creating projects and applying robotics and automation technologies and solutions to increase the efficiency of the entire production chain. With an integrated vision of the most efficient technologies supporting robotics, such as computer vision, artificial intelligence, data science, IoT (Internet of Things), digital twin and sensor technology, Angelini Technologies - Fameccanica develops efficient production systems that collaborate with humans.

The distinguishing factor lies in seeing robotics as an open system, enhanced by the knowledge of a network of the most authoritative technological and scientific partners, transforming it from a simple commodity into a fully integrated industrial process. This approach generates fast, precise, integrated and modular solutions.

In addition to technology, skills and talents are the driving force behind the Division's innovation, focused on improving the quality of life, society and the environment, for the well-being of present and future generations.

Nice to meet you, I'm Francesco.

HERE I TELL YOU ABOUT THE **INNOVATION**
OF ANGELINI TECHNOLOGIES
AND FAMECCANICA.



WATCH NOW



Francesco D'Aponte - Global Engineering Director, Angelini Technologies - Fameccanica.



Simona, Rachele, Martina.

STARTUP ECOSYSTEM

Angelini Technologies - Fameccanica promotes and actively participates in the national startup scene thanks to the **Forward Factory Program**, an accelerator that is part of the **National CDP Network**, dedicated to startups operating in the field of digital innovation in the manufacturing sector. Startups, in fact, collaborate with partner companies within production environments, sharing assets and industry knowledge to create a Proof of Concept (PoC) presented at Demo Day in December. The objective of the PoC is to demonstrate the feasibility of a technological solution through actions intended to develop, test and improve the solution, stimulating startups to consider the real needs of the markets.

<https://forwardfactory.io>

THE DIGITAL TRANSITION

Improved company performance is also achieved through the digital strategy implemented by the Company, which has a strong propensity for innovation and production of state-of-the-art machines, while also focusing on the needs of the individual customer throughout the product life cycle.

As part of the Digital Service Program, Angelini Technologies - Fameccanica has developed an interconnected environment that simplifies work, eliminates distances and offers services to support its customers internationally. The digital services portfolio was built around different needs and based on the level of digital maturity of the specific customer, after mapping the customer journey and the different Stakeholders with their respective needs. The new digital services can be accessed from the MyFameccanica portal and include remote assistance, IoT control rooms, chatbots powered by generative AI, e-commerce, 3D models and digital twinning of each machine.

On site assistance will continue to be offered to maintain and nurture the human relationship that for Angelini Technologies - Fameccanica is fundamental.

The Company also works with the Angelini Industries Group to increase digital skills such as artificial intelligence, Data Analytics and Cybersecurity with the aim of accelerating the introduction of innovative products.

MYFAMECCANICA: FIND OUT MORE



Nice to meet you, we are Angelini Technologies.

WE PUT THE **PEOPLE** AT THE CENTRE.



Matteo, Piera.

5. People

People are the heart of Angelini Technologies - Fameccanica. Becoming a leader in our industry depends on the potential, dedication, knowledge and performance of our employees and the excellence of our managers.

That is why we want our employees to grow by nurturing their passion, determination, and intellectual curiosity, which for us are indispensable sources of wealth and a strategic factor of competitiveness.

PERSONNEL MANAGEMENT MODEL AND POLICIES

Angelini Technologies - Fameccanica has always favored the expression of its people's potential, encouraging their professional growth and creating a stimulating and dynamic environment. The realization that the success of the Company depends also, and above all, on the quality of the people who are part of it, drives the Company today to:

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

The people working at Angelini Technologies - Fameccanica therefore represent a key Stakeholder that the Company is committed to protecting and involving, with the aim of fostering a constant exchange of information and dissemination of know-how, as well as developing constructive relations.

COMPOSITION AND CHARACTERISTICS

As at December 31, 2023, the Angelini Technologies - Fameccanica Group workforce, including Companies in Italy and abroad, totalled 625 employees, 83% of whom working in Italy. In keeping with its corporate values and the Code of Ethics of the Angelini Industries Group, Angelini Technologies - Fameccanica is committed to guaranteeing stability and continuity of employment for its employees. In fact, 98% of employees have a permanent contract and 99.4% have a full-time employment contract⁽²¹⁾.

In addition to relying on the work of its own employees, Angelini Technologies - Fameccanica depends on the work of external collaborators to perform certain tasks. In the last reporting period, these resources rose from 19 to 32, in particular in the foreign locations due to business needs: the type of work performed involved warehouse operators, or technical or mechanical assembly.

NUMBER OF EMPLOYEES BY TYPE OF POSITION AND CONTRACT	2023			2022			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent	60	553	613	58	584	642	52	601	653
Temporary	1	11	12	-	-	-	-	-	-
TOTAL	61	564	625	58	584	642	52	601	653
Full time	59	563	622	57	583	640	51	600	651
Part time	2	1	3	1	1	2	1	1	2

(21) The calculation is made using the "annual average of employees" method, that is adding up the total number of employees at the end of each month and dividing the value obtained by the 12 months that make up the reporting period.

NUMBER OF EMPLOYEES BY TYPE OF POSITION AND CONTRACT BY GEOGRAPHIC AREA	2023						2022					
	ITALY			ABROAD			ITALY			ABROAD		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent	44	476	520	16	77	93	41	485	526	17	99	116
Temporary	-	-	-	1	11	12	-	-	-	-	-	-
TOTAL	44	476	520	17	88	105	41	485	526	17	99	116
Full time	42	475	517	17	88	105	40	484	524	17	99	116
Part time	2	1	3	-	-	-	1	1	2	-	-	-

NUMBER OF EMPLOYEES BY TYPE OF POSITION AND ORIGIN	2023								
	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent	44	476	520	6	28	34	10	49	59
Temporary	-	-	-	1	11	12	-	-	-
TOTAL	44	476	520	7	39	46	10	49	59
Full time	42	475	517	7	39	46	10	49	59
Part time	2	1	3	-	-	-	-	-	-

About 65% of the resources fall in the white-collar category and 22% in the blue-collar category; finally, managers and executives make up 8% and 5% of employees, respectively. The higher presence of male personnel is in line with average values for the sector, which traditionally employs more men than women, especially with reference to the production area, which accounts for 90% of the company population.

Equal treatment of workers of both sexes is, in any case, a fundamental value for Angelini Technologies - Fameccanica, which makes concrete efforts to ensure equal opportunities for all staff and guarantee maximum inclusion within the Company.

EMPLOYEES BY QUALIFICATION GROUPED BY GENDER	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	26	3	29	21	1	22	23	1	24
Managers	46	5	51	46	3	49	44	3	47
White collar	357	52	409	383	51	434	392	48	440
Blue collar	135	1	136	134	3	137	142	-	142
TOTAL EMPLOYEES (no.)	564	61	625	584	58	642	601	52	653
Executives	4%	-	5%	3%	-	3%	4%	-	4%
Managers	7%	1%	8%	7%	-	8%	7%	-	7%
White collar	57%	8%	65%	60%	8%	68%	60%	7%	67%
Blue collar	22%	-	22%	21%	-	21%	22%	-	22%
TOTAL EMPLOYEES (%)	90%	10%	100%	91%	9%	100%	92%	8%	100%

When analyzing the distribution of employees according to the three age groups considered, the figure varies significantly according to classification. As shown in the table below, 59% of the corporate population is between 30 and 50 years old, while those over 50 account for almost 34%.

EMPLOYEES BY QUALIFICATION GROUPED BY AGE	2023				2022				2021			
	Under 30	30-50 years	Over 50	Total	Under 30	30-50 years	Over 50	Total	Under 30	30-50 years	Over 50	Total
Executives	-	19	10	29	-	9	13	22	-	10	14	24
Managers	-	35	16	51	-	35	14	49	-	33	14	47
White collar	19	238	152	409	24	261	149	434	26	275	139	440
Blue collar	25	78	33	136	28	80	29	137	29	90	23	142
TOTAL EMPLOYEES (no.)	44	370	211	625	52	385	205	642	55	408	190	653
Executives	-	3%	2%	5%	-	1%	2%	3%	-	2%	2%	4%
Managers	-	6%	3%	8%	-	5%	2%	8%	-	5%	2%	7%
White collar	3%	38%	24%	65%	4%	41%	23%	68%	4%	42%	21%	67%
Blue collar	4%	13%	5%	22%	4%	12%	5%	21%	4%	14%	4%	22%
TOTAL EMPLOYEES (%)	7%	59%	34%	100%	8%	60%	32%	100%	8%	62%	29%	100%

EMPLOYEES BY QUALIFICATION AND ORIGIN ⁽²²⁾	2023								
	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	16	1	17	9	2	11	1	-	1
Managers	40	2	42	1	2	3	5	1	6
White collar	309	41	350	25	3	28	23	8	31
Blue collar	111	-	111	4	-	4	20	1	21
TOTAL	476	44	520	39	7	46	49	10	59

(22) Considering that the legal categories pursuant to Article 2095 of the Italian Civil Code are applicable exclusively with reference to legal entities and natural persons under Italian law, homogenization criteria were applied for the foreign Subsidiaries of Fameccanica.Data S.p.A. on the basis of the collective company organization and the tasks individually performed.

NUMBER OF EMPLOYEES BY AGE AND ORIGIN AS AT 12/31/2023	2023											
	Fameccanica.Data S.p.A.				Fameccanica Machinery Shanghai				Fameccanica North America			
	Under 30	30-50 years	Over 50	Total	Under 30	30-50 years	Over 50	Total	Under 30	30-50 years	Over 50	Total
Executives	-	7	10	17	-	11	-	11	-	1	-	1
Managers	-	26	16	42	-	3	-	3	-	6	-	6
White collar	17	188	145	350	-	28	-	28	2	22	7	31
Blue collar	22	66	23	111	-	2	2	4	3	10	8	21
TOTAL EMPLOYEES	39	287	194	520	-	44	2	46	5	39	15	59

In the last fiscal year, Angelini Technologies - Fameccanica employed 37 resources belonging to protected categories at its plant in Italy, thus offering concrete opportunities for stable employment to workers belonging to one of these categories as defined by current regulations.

EMPLOYEES BY QUALIFICATION BELONGING TO PROTECTED CATEGORIES ⁽²³⁾	2023			2022			2021		
	Diversity categories			Diversity categories			Diversity categories		
	Protected categories	Disability	Total	Protected categories	Disability	Total	Protected categories	Disability	Total
Executives	-	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-	-
White collar	7	23	30	25	-	25	24	-	24
Blue collar	5	2	7	2	-	2	2	-	2
TOTAL EMPLOYEES (no.)	12	25	37	27	-	27	26	-	26
Executives	-	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-	-
White collar	2%	6%	7%	6%	-	6%	5%	-	5%
Blue collar	4%	1%	5%	1%	-	1%	1%	-	1%
TOTAL EMPLOYEES (%)	2%	4%	6%	4%	-	4%	4%	-	4%

(23) For the GRI 405-1d classification, data are only shown for Fameccanica.Data S.p.A.



Alessandro, Vanessa.

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

During 2023, Angelini Technologies - Fameccanica hired 28 new employees (7 women and 21 men), approximately 86% of whom were under the age of 50, resulting in a hiring rate of 4%. The departure rate, on the other hand, determined by the exit of 54 resources, was 9%.

NEW HIRES AND DEPARTURES BY GENDER AND AGE	2023					
	Women	Men	Total	Under 30	30-50 years	Over 50
New hires	7	21	28	5	19	4
Outgoing employees	7	47	54	2	26	26
Rate of new hires	11%	4%	4%	11%	5%	2%
Outgoing turnover rate	11%	8%	9%	5%	7%	12%

NEW HIRES AND DEPARTURES BY GENDER AND AGE	2022					
	Women	Men	Total	Under 30	30-50 years	Over 50
New hires	12	24	36	10	24	2
Outgoing employees	6	41	47	5	37	5
Rate of new hires	21%	4%	6%	19%	6%	1%
Outgoing turnover rate	10%	7%	7%	10%	10%	2%

NEW HIRES AND DEPARTURES BY GENDER AND AGE	2021					
	Women	Men	Total	Under 30	30-50 years	Over 50
New hires	21	53	74	24	44	6
Outgoing employees	12	44	56	10	32	14
Rate of new hires	40%	9%	11%	44%	11%	3%
Outgoing turnover rate	23%	7%	9%	18%	8%	7%

NEW HIRES AND TURNOVER		2023						Total
		Under 30		30-50 years		Over 50		
Fameccanica.Data S.p.A.		Men	Women	Men	Women	Men	Women	Total
New hires		4	1	7	4	2	-	
Outgoing employees		-	-	7	1	21	1	30
Fameccanica Machinery Shanghai		Men	Women	Men	Women	Men	Women	Total
New hires		-	-	1	1	-	-	
Outgoing employees		-	-	6	1	-	-	7
Fameccanica North America		Men	Women	Men	Women	Men	Women	Total
New hires		-	-	5	1	2	-	
Outgoing employees		1	1	8	3	4	-	17

DIVERSITY, EQUITY AND INCLUSION

Protecting diversity is a guiding principle for Angelini Technologies - Fameccanica, which is committed on a daily basis to encouraging and safeguarding the free expression of each individual, through the implementation of measures focused on the **centrality of the person and active listening to his or her needs and requirements**.

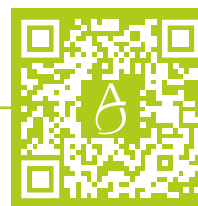
Examples of this include application of the following specific regulations, benefits and practices:

- respecting the rights of employees, in application of specific national and international regulations;
- equal opportunities, not just with respect to gender, through egalitarian selection, training and development policies;
- work-life balance through the granting of leave (maternity, paternity, parental, medical examinations, specific therapies for health reasons), the transformation of the employment relationship into part-time work, access to flexible work systems in the event of maternity/paternity, including methods and periods that exceed those established in national and contractual regulations;

- the adoption of flexible entry and agile/remote work as tools for work-life balance and working conditions, including dedicated work shifts;
- collaboration with local voluntary organizations;
- the provision of free diapers for about two years after birth, reserved for employees with children;
- free supplies of female sanitary products;
- scholarships for the children of employees who excel at the school they attend, in line with Group policies ("Francesco Angelini Scholarship").

Finally, note that no cases of discrimination were identified during the 2023 reporting period.

LISTEN TO VIDEO INTERVIEWS



SELECTION POLICIES

The process of selecting resources is based on an analysis of the Company's needs and an accurate assessment of profiles, with the aim of recruiting candidates with appropriate technical skills and values consistent with those shared and supported in the company context, able to support the Company's development. Through the talent scouting process, Angelini Technologies - Fameccanica is committed to attracting talent to be included and developed in its workforce, adopting a long-term strategic vision that favors efficient management of corporate and relationship mechanisms.

Recruitment, selection and placement of employees take place in accordance with the principles of impartiality, transparency and objective, non-discriminatory evaluation. The employment of minors is not permitted, except in the case of specific training projects with educational institutions and only in the manner and within the limits provided for by the applicable legislation in force.

The selection process aims to achieve a fundamental objective: ensuring business continuity through the inclusion of the best resources, in terms of hard and soft skills according to the role requirements, and in line

with the Company's values and culture. In particular, a process with the following characteristics has been established:

- based on clear goals and objective, limiting the effects of subjectivity in the evaluation;
- meritocratic, fair and inclusive.

In compliance with the provisions of the Code of Ethics, the placement of personnel at the end of the selection process is defined on the basis of the best match between candidate characteristics and the Company's needs. Therefore, personnel recruitment and hiring are carried out solely on the basis of objective, fair and transparent criteria, guaranteeing equal opportunities and eliminating all forms of discrimination, favoritism, nepotism or clientelism. This is guaranteed by the use of multiple evaluating parties, with several steps and tools, as well as through clarity in setting out expectations with respect to the role in question and the necessary requirements, and finally, careful handling of feedback.

HEALTH AND SAFETY

Angelini Technologies - Fameccanica voluntarily adopts an Occupational Health and Safety Management System for the Italian perimeter that complies with the ISO 45001 standard and with the provisions of Article 30 of Italian Legislative Decree 81/2008 on organization and management models⁽²⁴⁾.

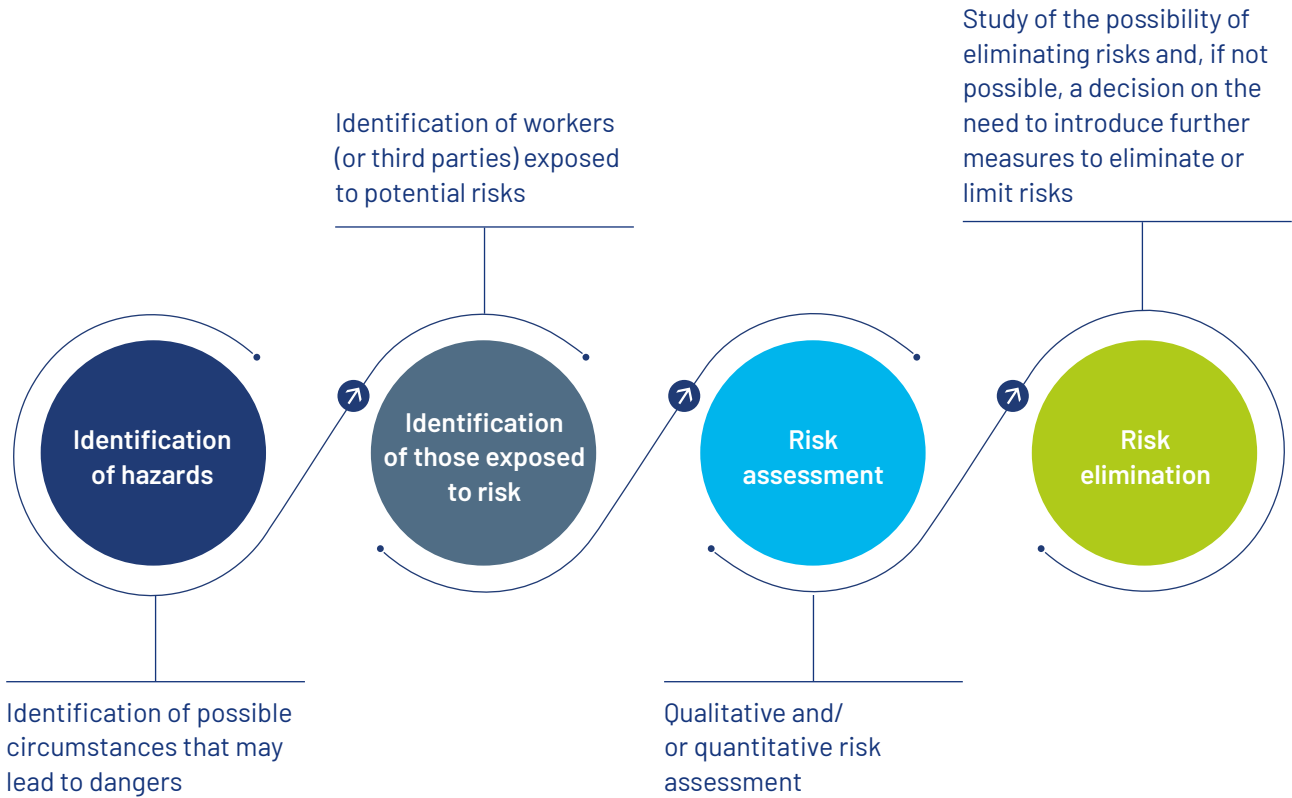
The management system, consisting of procedures, rules and models implemented and shared with the entire company population, is audited annually by an accredited third party. There is also the Risk Assessment Document (DVR), updated periodically, which contains: the outcome of the assessment of all risks to the health and safety of personnel with reference to tasks and homogeneous groups identified, prevention and protection measures (technical, organizational and procedural), the worker education, information and training plan, and finally the program for improving safety levels.

RISK MANAGEMENT

The process of recognizing an existing hazard and defining its characteristics is carried out through careful analysis of all phases of the Company's work cycle, of all equipment, machines and installations in each workplace, and through interviews with Executives, Supervisors and Workers' Safety Representatives.

(24) To date, the Casalecchio di Reno (Bologna) operating site does not fall within the scope of application for the ISO 45001 company certification, considering that activities of a purely clerical nature are performed within offices and it is, therefore, considered low risk and insignificant.

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



The Company, for example, has invested multiple resources to upgrade and improve the existing facilities of the Italian plant to ensure better working conditions and more usable shared spaces for company personnel, also with a view to having more resilient structures in case of adverse events such as earthquakes. The project also involved the conversion of the parking area for external TIRs, including a hospitality office, toilets and refreshment facilities for drivers.

EARTHQUAKE-PROOFING PROGRAM

Angelini Technologies - Fameccanica has in recent years implemented a major multi-year earthquake-proofing program for company facilities, with significant resources and investments.

The interventions included a number of projects aimed at both retrofitting and upgrading the seismic performance of existing buildings, to ensure the safety of staff, in alignment with its social sustainability roadmap.



A significant example, also in view of the size of the structure (approximately 75 x 45 m), is the seismic retrofitting work carried out on one of the main buildings, which rises three storeys high and has a consistent shape, with both production bays and offices in the upper areas.

Through laboratory tests, surveys, and site investigations, work was carried out on the existing structure, with the insertion of both additional connections, such as beams and roof tiles, and a new foundation system, opting for a seismic energy dissipation intervention, to allow

the continuation of the main production activities on the ground floor, through the use of steel bracing with visco-elastic devices for the entire large structure.

APPLICATION OF GENERAL HEALTH AND SAFETY PROTECTION MEASURES FOR WORKERS

In the definition and application of the general measures for the protection of worker health and safety, as set out in Article 15 of Italian Legislative Decree 81/2008, in addition to the above and in accordance with the principles of the ISO 45001 Management System, measures deemed necessary to guarantee the improvement of safety levels over time are carefully planned, also through the adoption of codes of conduct and good practices. In this regard, a specific schedule is prepared and shared with the relevant individuals from the departments concerned, which allows the actions planned to be monitored over time and defined to improve worker safety.

The necessary measures are also adopted to ensure all workers, in the event of serious and immediate danger to their own safety or that of other persons and when it is impossible to contact their direct supervisor, can take appropriate measures to avoid the consequences of the danger, taking into account their knowledge and the technical means available.

OCCUPATIONAL HEALTH SERVICES

At its plant in Italy, Angelini Technologies - Fameccanica offers health services to employees through the Company's Medical Centre with the assistance of:

- a Company Doctor;
- a professional infirmary service with daily presence through a contractor;
- a dedicated HS&E resource (for business organizational support).

In addition, the Company has a First Aid team whose members have received appropriate training with periodic monitored updates, such as training (High Risk Class) and certified training for the use of the defibrillator with the 118 service.

HEALTH AND SAFETY MANAGEMENT SYSTEM

The total number of employees covered by a certified occupational health and safety management system is 509, which corresponds to approximately 97.9% of the total number of employees at the Italian site. There are a further 11 employees at the Casalecchio di Reno (Bologna) site, who do not fall within the scope of the ISO 45001 corporate certification, although they are covered by the corporate HS&E management system.

With regard to workers who are not employees⁽²⁵⁾ (17), the level of coverage under the ISO 45001 Occupational Health and Safety Management System is 100%.

HAZARD IDENTIFICATION AND MANAGEMENT

Hazards are identified through careful analysis of all phases of the Company's work cycle, of the equipment, machines and systems present in each workplace, and through interviews with Executives, Supervisors and Workers' Safety Representatives.

Work activities are systematically examined in order to eliminate health and safety risks and, if not possible, to identify the prevention and protection measures necessary to reduce risks to acceptable levels. Actions taken or planned to eliminate hazards and reduce risks include:

- Behavior Observation System (BOS);
- supervision of contractors and assigned workers;
- annual HS&E training plan;
- periodic inspection and maintenance plans for plants and equipment;
- periodic statutory inspections of plants and equipment (where applicable);
- verification of the technical-professional suitability of external companies utilizing a management tool;
- monthly HS&E meetings (general and area-specific);
- management of near misses and incidents;
- currently valid ISO 45001 Management System.

(25) The number of workers who are not employees and the percentage quoted relate to the Fameccanica Italia site only and correspond to workers on secondment contracts.

In the last fiscal year, Angelini Technologies - Fameccanica recorded 2 injuries in the entire reporting scope, while there were no cases of fatalities due to occupational disease. For non-employees, no injuries were reported⁽²⁶⁾.

INJURIES AT WORK (EMPLOYEES)	2023	2022	2021
Number of fatalities as a result of work-related injuries	-	-	-
Number of work-related injuries with serious consequences (excluding fatalities)	-	-	-
Number of recordable work-related injuries	2	1	4
Number of hours worked	1,068,515	1,068,018	1,097,291
Rate of fatalities as a result of work-related injuries ⁽²⁷⁾	-	-	-
Rate of work-related injuries with serious consequences (excluding fatalities) ⁽²⁸⁾	-	-	-
Rate of recordable work-related injuries ⁽²⁹⁾	1.9	0.9	3.6

INJURIES AT WORK BY ORIGIN (EMPLOYEES)	2023								
	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of fatalities as a result of work-related injuries	-	-	-	-	-	-	-	-	-
Number of work-related injuries with serious consequences (excluding fatalities)	-	-	-	-	-	-	-	-	-
Number of recordable work-related injuries	1	-	1	-	-	-	1	-	1
Number of hours worked	802,369	70,221	872,590	67,079	6,126	73,205	101,920	20,800	122,720
Rate of fatalities as a result of work-related injuries	-	-	-	-	-	-	-	-	-
Rate of work-related injuries with serious consequences (excluding fatalities)	-	-	-	-	-	-	-	-	-
Rate of recordable work-related injuries	1.25	-	1.15	-	-	-	9.81	-	8.15

(26) Data limited to the Fameccanica.Data S.p.A. perimeter only.

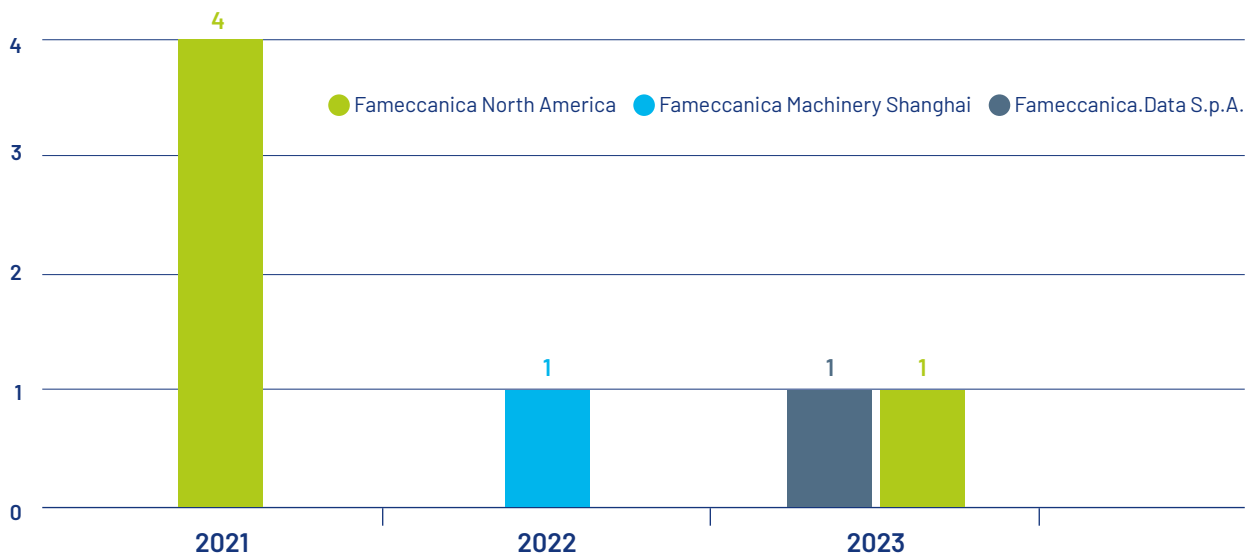
(27) Rate of fatalities calculated as (Number of fatalities as a result of work-related injuries/Number of hours worked) x 1,000,000.

(28) Rate of injuries with serious consequences calculated as (Number of work-related injuries with serious consequences (excluding fatalities)/Number of hours worked) x 1,000,000.

(29) Rate of recordable injuries calculated as (Number of recordable injuries/Number of hours worked) x 1,000,000.

Below is a graphical representation of the injuries recorded in the three-year period, broken down by Group Company.

RECORDABLE EMPLOYEE INJURIES BY LOCATION



Angelini Technologies - Fameccanica has also defined its process and methods for verifying the technical-professional suitability (hereinafter referred to as ITP) of contractors and/or self-employed workers when they are entrusted with providing work, services and/or supplies in Italian plants legally available to the Company.

Compliance with this procedure by all the company departments concerned is aimed at guaranteeing ITP verification of their suppliers, in accordance with the provisions of the Consolidated Occupational Safety Law (Italian Legislative Decree 81/2008), and at preliminarily defining all those preventive and protective measures put in place to eliminate or at least reduce interference risks generated by the works.

In the case of activities to be carried out at the premises of external customers, it is these latter who define the arrangements for managing and sharing interference risks at their premises, determining and agreeing upon the necessary measures with the relevant area/department, before the work begins⁽³⁰⁾.

(30) Moreover, according to the internal company procedure, if the client company does not provide its own arrangements, the area Safety Manager (Article 18, Italian Legislative Decree 81/2008) will share a specific risk assessment model with the client company, prior to beginning the work, to manage prevention and protection measures relating to interference, for appropriate preliminary assessment and sharing with the relevant employees.

INTERACTION BETWEEN THE DIFFERENT CORPORATE FUNCTIONS WITH RESPECT TO HEALTH AND SAFETY

The HS&E area of Angelini Technologies - Fameccanica organizes, generally on a monthly basis, the HS&E Meeting, chaired by the Company's Plant Manager and attended by the Function/Area Managers. In the event of a justified absence, the Function/Area Manager must ensure the presence of a replacement representative, assigned to the same.

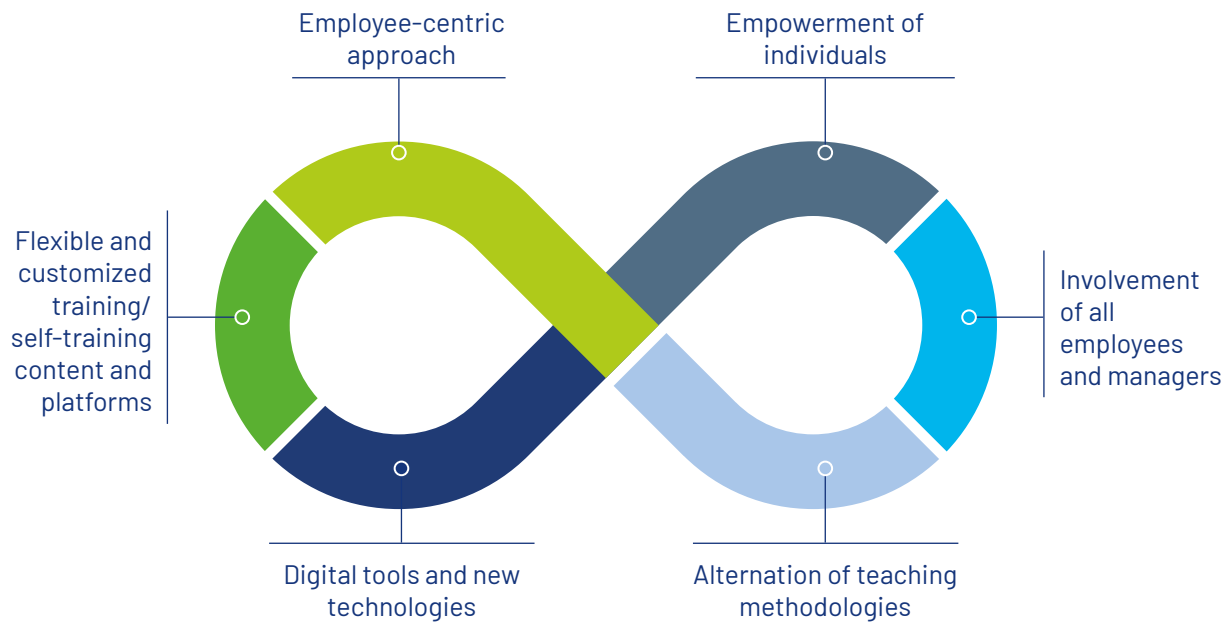
The Function/Area Manager then organizes a monthly Department/Area meeting, taking attendance, at which, among other things, the topics of environment, health and safety at work are discussed and, to further support the dissemination of information, the Manager communicates the procedures/regulations of interest and any revisions of the same, as well as any other relevant information.

There is also an annual meeting, called by the employer, or their representative, pursuant to and in accordance with the regulations in force, attended by: HS&E Managing Director; Occupational Health and Safety Manager; Company Doctor; Organization, Security and Industrial Relations Manager; Workers' Safety Representatives.

Internal communications ensure the circulation of information between all corporate Functions, creating a climate of participation and collective interest.

TRAINING AND DEVELOPMENT

In a rapidly changing social and market environment, there is an increasing need to develop skills and retain talent. This represents a real strategic asset for the Company and its business. The approach to training and development is based on the conviction that continuous training is one of the most significant processes in employee management, as it ensures harmonious and synergetic growth of the Company's core skills. To this end, Angelini Technologies - Fameccanica has implemented the Lifelong-Continuous Learning project, aimed at creating a lifelong and continuous learning path based on the key values illustrated in the figure below.



The process includes the following steps and is guided by a specific protocol (personnel training) based on:

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

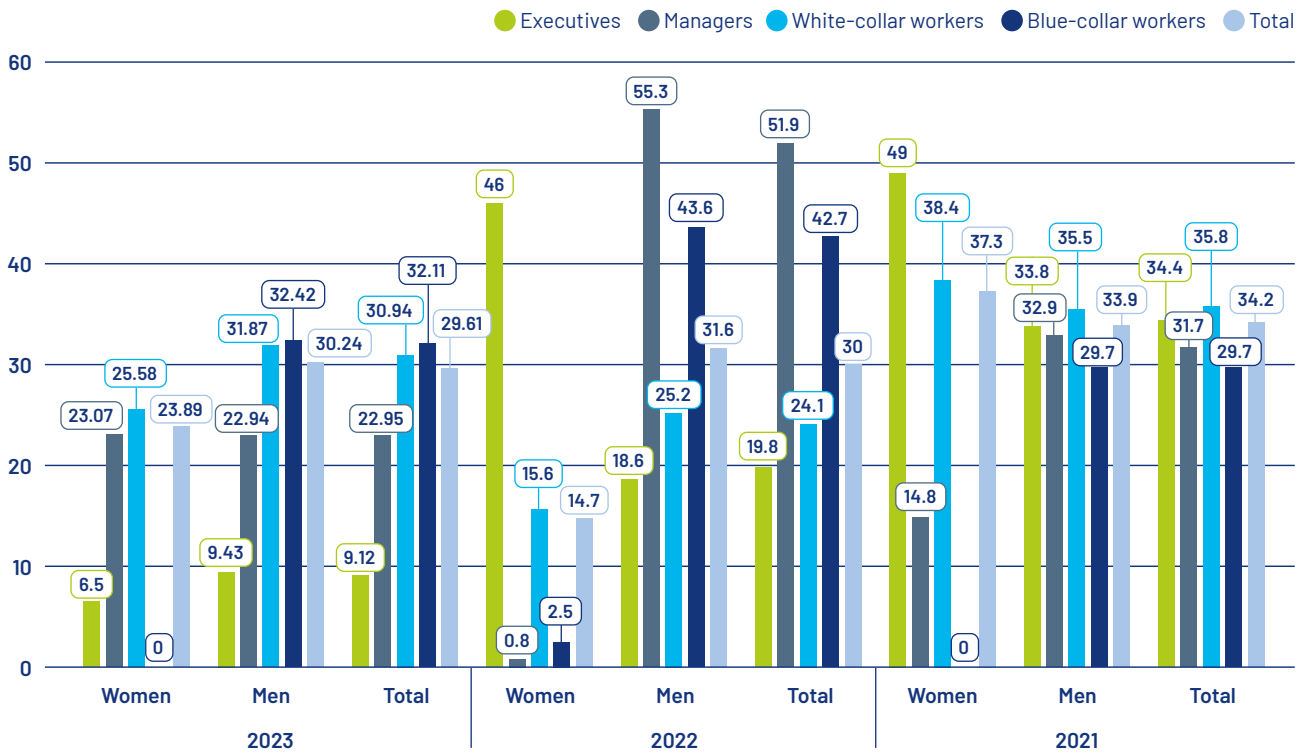
Employees are trained through in-house and on-the-job training courses, both in cooperation with leading national and international training institutes and business schools, and in collaboration with Angelini Academy, including:

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

In 2023, total training hours supplied by Angelini Technologies - Fameccanica amounted to **18,508**. The training courses mainly covered health and safety and technical training, development of managerial, IT/technology and quality system skills. In the same period, the average training hours per person, calculated as the ratio of total hours provided to total employees, was 29.61.

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

AVERAGE HOURS OF TRAINING PROVIDED BY FAMECCANICA.DATA S.P.A.



ANGELINI ACADEMY

Angelini Academy is the corporate academy of the Angelini Industries Group. It offers tools, programs and training activities of excellence, developed through collaboration with leading international business schools and innovation hubs. Its offerings are built around three main pillars:

- **Leadership Model:** Leadership development programs and inspirational moments aimed at the entire Angelini Industries population to strengthen leadership skills directly linked to the company culture and values;
- **Advanced Managerial Skills:** programs that support professional development paths and talent role changes;
- **Community Empowerment:** training activities designed for employees' families and for the local communities where the Angelini Industries Group operates.

MANAGERIAL TRAINING AND DEVELOPMENT

Angelini Technologies - Fameccanica is able to map and assess the hard and soft skills of its people, provide them with accurate feedback and identify their strengths and areas for development through structured processes, such as the annual performance appraisal and potential evaluation systems described below. The input derived from these assessments is useful for constructing customized management training plans, growth and career paths, and succession plans.

ON-BOARDING

Angelini Technologies - Fameccanica has developed an on-boarding path aimed at enabling new employees to acquire the knowledge, skills and behavior required to become effective members of the Company.

TECHNICAL TRAINING

The complexity and high technological content of the business require continuous investment in the technical skills of employees. In fact, preserving, updating and improving technical know-how constitutes the Company's competitive advantage. Therefore, it is not surprising that courses delivered in 2023 include:

1. IT area:
 - training on the Office 365 suite;
 - Cybersecurity;
 - Microsoft Power BI;
 - CRM and new customer portal;
 - SAP modules;
2. Lean Six Sigma: training on Lean Improvement methodology aimed at obtaining Green Belt and Yellow Belt certifications;

3. technical training on:
 - vision systems and industrial cameras, anthropomorphic robots, AI and machine learning, software and hardware programming systems and tools, human-machine interface tools, sustainable packaging;
 - Category Management;
 - strategic marketing;
 - PMP certification preparation course;
 - Scrum Agile;
4. in-house training on patents, intellectual property, contracts;
5. compliance training (GDPR, Italian Legislative Decree 231/2001, Anti-Corruption Policy, Group Code of Ethics, Data protection);
6. environment and sustainability;
7. occupational safety;
8. managerial training with Angelini Academy: Design Thinking, Digital Supply Chain, Mastery Program for Managers, Lean Thinking and Agile Approach, Decision Making, Leadership Talks, Mentoring, Value Based Management.

INDIVIDUAL PERFORMANCE EVALUATION

The evaluation of resources with respect to their development process is a fundamental step for the growth of the Company. The adoption of appropriate methodology to manage human resources evaluation and development processes allows Angelini Technologies - Fameccanica to align employee performance with its growth objectives. To this end, My Performance, the proprietary process for evaluating the entire population in Italy and abroad, was created. Based on methods and metrics common to the entire Angelini Industries Group, in order to utilize standardized procedural and evaluation criteria, centred around meritocracy, fairness and transparency, My Performance is a structured and integrated system made up of different phases and processes managed on an annual basis. It is a strategic and operational tool to support short-, medium- and long-term corporate objectives, consistent with a corporate vision that strongly believes in everyone's contribution to continuous growth and the maintenance of market leadership. The principles adopted are:

- **Equity:** clear definition of evaluation criteria and metrics ensures greater objectivity;
- **Meritocracy:** the system aims to recognize and reward excellent performance;
- **Transparency:** Having a clear view of the rules of the game, company objectives and expectations, in terms of individual performance, ensures greater involvement and participation.

Below are the most important changes introduced with the new performance evaluation system:

- extension of the process to the entire corporate population;
- the importance of the way in which results are achieved (behavior);

- strong employee involvement;
- greater empowerment of managers, who are called upon not only to assess their employees, but also to clearly establish development and training plans and appraise their development potential.

In 2023, Angelini Technologies - Fameccanica carried out 575 employee goal and behavior evaluations, both in Italy and abroad, confirming the centrality of this practice, which has steadily grown over the years.

EMPLOYEES WHO UNDERWENT A PERIODIC REVIEW OF THEIR PERFORMANCE AND PROFESSIONAL DEVELOPMENT		2023		
		Number of employees undergoing regular assessment	Total employees	%
Executives	Men	19	26	73.1%
	Women	3	3	100.0%
	Total	22	29	75.9%
Managers	Men	46	46	100.0%
	Women	4	5	80.0%
	Total	50	51	98.0%
White collar	Men	334	357	93.6%
	Women	44	52	84.6%
	Total	378	409	92.4%
Blue collar	Men	124	135	91.9%
	Women	1	1	100.0%
	Total	125	136	91.9%
TOTAL	Men	523	564	92.7%
	Women	52	61	85.2%
	Total	575	625	92.0%

HEALTH, SAFETY AND ENVIRONMENT TRAINING BY CATEGORY AND GENDER

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

Training needs are defined on the basis of the risks to which workers are exposed in relation to their job and on the basis of the activities they perform, based on the following categories:

- entry of new personnel into the Company;
- assignment of new or different tasks to an individual worker or a group of workers (reported by HR and organized well in advance with input from area/department Managers);
- introduction of new work equipment or new technologies, new dangerous substances and preparations (input from area/department Managers);
- new environmental and occupational safety regulations;
- training needs based on analysis of injuries, near misses, medications and Behavioral Observation System (BOS) data (formal input from area/department Managers).

For the various people working in the field of safety (RSPP, ASPP, RLS, Executives and Supervisors, emergency and first aid teams, etc.), specific compulsory training programs are also provided for in line with current prevention legislation for personnel qualification and subsequent maintenance of the same.

Safety training is delivered in person and, in some cases, as required by the State-Regional agreements, also in e-learning mode.

In 2023, 2,431 training hours were provided for the Italian perimeter to a total of 206 employees, as detailed in the table.

EMPLOYEES RECEIVING HEALTH AND SAFETY TRAINING BY GENDER AND CATEGORY	2023		
	Men	Women	Total
Executives	3	-	3
Managers	1	1	2
White collar	100	6	106
Blue collar	95	-	95
TOTAL	199	7	206

All training hours are carried out during working hours and the skills of the trainers, internal or external, are assessed according to regulatory criteria⁽³¹⁾.

All courses are compulsory and always include a qualification/learning test at the end of each intervention (minimum score: 70% correct answers).

ANGELINI TECHNOLOGIES - FAMECCANICA'S FOCUS ON ITS PEOPLE

WELFARE AND SOCIO-ORGANIZATIONAL WELL-BEING

With regard to working conditions and terms of employment, Angelini Technologies - Fameccanica, for the Italian perimeter, operates in compliance with ILO Conventions, labor law and national collective bargaining agreements (CCNL) for metalworking and plant installation companies. 100% of Fameccanica.Data S.p.A. workers are covered by national collective bargaining agreements. With respect to Fameccanica North America and Fameccanica Machinery Shanghai, considering the absence of national collective bargaining agreements in their legal systems, the Company has proceeded to carry out individual bargaining that reflects the policies and values of Angelini Technologies - Fameccanica.

In addition to the benefits mentioned above in the "Diversity, Equity and Inclusion" section, Angelini Technologies - Fameccanica has developed a welfare plan for its employees in Italy⁽³²⁾ that includes several measures aimed at improving the well-being and safety of workers.

- **Welfare contribution.** Angelini Technologies - Fameccanica provides, for the Italian office, a sum of money (200 euros), in line with the relevant CCNL. These funds can be used to purchase socially useful services (school fees, transport subscriptions, travel, cinema and leisure) on the "Angelini Technologies - Fameccanica Welfare" platform. The benefit is available to permanent employees who have completed their probationary period by May 31 of a given year or subsequently, by December 31 (with payment in the following month). It is also available to temporary employees with at least three months of seniority by May 31 of a given year, or subsequently by December 31 (with payment in the following month).
- **We Care.** In 2023, the Company joined the project launched by the Angelini Industries Group aimed at expanding and enhancing the welfare offerings, making all these services even more accessible, usable and customized, so as to improve each person's experience, also thanks to technological support. Specifically, the We Care platform was carefully designed to allow people to easily access and benefit from the wide range of services available to them, broken down into **Healthcare**, which brings together all the other initiatives supporting people's health, both physical and psycho-physical, and **People care and Family care**, with tools to facilitate and balance work and personal needs.

(31) Reference to Italian Interministerial Decree of 03/06/2013 OJ No. 65 of 03/18/2013.

(32) Benefit for male and female workers with temporary and permanent contracts, both full-time and part-time.



Enrico, Simona, Marianna, Michele.

- **Life insurance.** An optional life and permanent disability insurance plan is available for permanent employees, offering additional peace of mind through the payment of a lump sum chosen by the employee in the event of death or severe permanent disability (50% or more). The insurance also covers part-time staff but does not apply to temporary contracts, due to insurance management issues.
- **Healthcare.** The “MetaSalute” Healthcare Plan guarantees health services that are alternative to or in addition to the National Health Service. It is a standard benefit for permanent employees of the CCNL Metalmeccanico (including apprentices) and for temporary employees with contracts of more than 5 months, both full-time and part-time.

PSYCHOLOGICAL HELP DESK

Angelini Technologies - Fameccanica adheres to the Angelini Industries **psychological support program**, which has been confirmed for 2023 and includes the following services:

- the opportunity for all employees to have up to 8 counselling sessions with primary care psychologists;
- the opportunity to ask questions anonymously in a forum, which will be answered by psychologists;
- the opportunity to keep up-to-date with mental health-related issues through newsletters, articles and webinars.

The program makes available a dedicated and preferential channel for victims of domestic abuse, as part of a wider plan to develop a Group policy in this area.

In 2023, beneficiaries of the service totalled around 1,700, and involved all the Angelini Industries companies, at varying percentages proportional to the number of employees.

MEASURES FOR THE LITTLE ONES (BEFANA ANGELINI)

For the Christmas holidays, Angelini Technologies - Fameccanica participates in the corporate initiative by offering a gesture of generosity to little ones. Employee children aged between 0 and 8 are given a Befana gift - a toy selected in line with their age group and a specific theme. The organization and distribution of these gifts are taken care of by the Angelini Industries HR team, in collaboration with the other HR departments of the Operating Companies, ensuring an engaging and festive experience for the children.

SCHOLARSHIPS FOR EMPLOYEES

In 2023, Angelini Academy further developed the project dedicated to the **children of employees of all Operating Companies** and the Holding Company who, based on merit, can access the Angelini Industries scholarship. The extension of the initiative to the Angelini Industries Group's foreign offices enabled **150 students** to obtain a scholarship in 2023, twice as many as in 2022.

The success of the project is made possible by the convergence of high-level data science, legal and compliance skills that enabled a meritocratic harmonization of all school systems in which the business units operate. These efforts have allowed worthy young people to access an important opportunity to invest in their futures.

FLEXIBLE WORKING

In 2022, Angelini Technologies - Fameccanica introduced a company regulation for routine management of remote work, beyond emergency regulations related to the pandemic period. The regulation provides for employees who are assigned tasks that can be performed remotely to be able to work remotely eight days a month, from any private location.

For needs related to personal health, continuous care of family members and cohabitants (so-called "caregivers"), pregnancy and immediately after birth, and management of pre-school aged children, the regulation provides for the possibility of increasing the number of days that can be worked remotely up to "fully remote", in accordance with the principles of organizational sustainability and continuity of work activities.

In order to facilitate work-life balance, Angelini Technologies - Fameccanica has also introduced flexible working time measures, including flexible entry times, time off to recuperate, and annual paid leave of at least two hours.

INITIATIVES TO SUPPORT THE BIRTH RATE

Angelini Technologies - Fameccanica supports all employees in managing parental burdens, with the aim of creating an ecosystem that supports parents.

In order to help ensure a balance of care and assistance burdens for children, in accordance with the ethical principle of dual parenting, and to support employees who are fathers during the first months of their child's life, the Company has increased the number of paternity leave days from 10 to 15.

Similarly, in order to provide a useful tool for management of pre-school aged children, going beyond the regulations in force on the subject, Angelini Technologies - Fameccanica has introduced paid leave of 8 hours per year for the initial attendance of each child at a public or private crèche or pre-school.

Finally, the Company provides employees with the benefit of advance payment of severance pay (TFR) and provides free diapers for a period of about two years.

OTHER BEST PRACTICES

In the area of health, Angelini Technologies - Fameccanica introduced the solidarity time Bank in 2023, through which employees can donate holiday and paid annual leave quotas, which can be used by colleagues who, due to the need to care for family members or in the case of victims of gender-based violence, have used up their individual quota of hours provided for by collective bargaining agreements.

Employees of Fameccanica.Data S.p.A. can voluntarily join a group life insurance plan, which can be activated in the event of death or permanent disability, and benefit from a periodic medical check-up with sampling at the Company Medical Centre, in addition to the possibility of going to the Company Doctor for a health consultation related to non-occupational medicine issues.

In addition, the Company has promoted a supplementary pension and health care fund, introducing supplementary treatments that incentivize membership in the private social security system, as well as introducing an incentive for private electric mobility by installing recharging stations for electric vehicles that can be used free of charge by employees within the limit of average home-work journeys.

Nice to meet you, we are Angelini Technologies.

HERE'S HOW WE CREATE **CONNECTION**
AND **SHARE**.



Pasquale, Piera, Franco, Francesca, Matteo, Valerio,
Milvio, Fabio, Alessandro, Giambattista, Simone, Paola.

6. **Clients & Community**

PRODUCT QUALITY AND SAFETY

Angelini Technologies – Fameccanica guarantees the excellence of its products also through its Quality Management System. Within the Quality Management System, particular attention is paid to the order management process: the Company's business model is, in fact, based on activating the production process once the order is received from the customer with a system that guarantees the highest level of transparency in execution of the various project phases, which is fundamental for delivering highly complex solutions within the planned timeframe.

Angelini Technologies – Fameccanica certifies 100% of its plants⁽³³⁾ in accordance with the legislation in force, which has the dual purpose, on the one hand, of guaranteeing the free movement of goods within the Member States of the European Union, based on mutual recognition and technical harmonization, and, on the other, of safeguarding the safety and protecting the health of people against the risks arising from the use of machinery.

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

The foreign site Fameccanica Machinery Shanghai only produces Built to Print (BTP) machines and spare parts, and is therefore not required to produce any documentation with reference to verification of health and safety aspects. At the same time, Fameccanica North America assesses health and safety impacts only for projects requiring UL certification in compliance with local regulations.

(33) The 100% figure for certified installations refers to machinery and/or partly completed machinery, as defined by the Machinery Directive 2006/42/EC and by Italian Legislative Decree 17/2010, placed on the European market or to be CE marked by contractual agreements. Excluded are "Non-Substantial" modification kits for existing machines, Built to Print (BTP) machines and/or partly completed machinery, spare parts, bulk parts.

Angelini Technologies - Fameccanica is also authorized to affix the UL 508A (Underwriters Laboratories Inc.) plate at all of its plants for electrical panels; this plate certifies that the system design and construction process complies with the reference standards and essential safety requirements.

The attention focused on the health and safety aspects of products offered is confirmed by the absence of non-compliance cases with respect to regulations and/or self-regulation codes concerning the health and safety impacts of products and services during the reporting period.

As a demonstration of its compliance with ethical principles, the Company ensures that none of its products are dual use, i.e. that the goods and technologies sold cannot be used in the manufacture and development of different types of weaponry.

LABELING AND PRODUCT INFORMATION

With regard to the origin of the components of its products and services, Angelini Technologies - Fameccanica adopts corporate procedures that do not include the publication of information on the origin of their components. However, it provides customs authorities and/or the purchaser with the certificate of origin of the "Machine" product that certifies its geographical origin and provides information on the location where the good was produced, if requested. This document is essential for verifying the origin of the product and obtaining information on its quality and authenticity.

For both Fameccanica Machinery Shanghai and Fameccanica North America, it is not necessary to declare the origin of parts and components.

CONFORMITY OF THE “MACHINE” PRODUCT AND ITS SAFE USE

Regarding the content of the products, their safe use, disposal and environmental or social impacts, Angelini Technologies - Fameccanica includes information on the substances and materials used to manufacture the machine and utilized during operation, as well as information on the treatment of spent materials, waste and special waste, and on the noise emitted by the plant, in the Use and Maintenance Manual, an integral part of the “Machine” product conformity process.

With reference to Fameccanica Machinery Shanghai, this procedure does not apply since the projects shipped during the 2023 financial year were mainly spare parts, kits or machines built to order, for which there is no need to provide manuals.

Fameccanica North America, on the other hand, lists in its manuals all the permitted uses of the machine and the risks associated with certain operations, at the time a machine or part of it is shipped, as well as the substances required for the use and maintenance of the plant, together with the risks associated with the relevant chemicals, plus information on environmental or social impacts and disposal of materials.

Finally, it should be noted that no non-compliance cases with regulations and/or voluntary codes concerning product information and labeling were identified in 2023, nor cases concerning marketing communications relating to these products.

CUSTOMER RELATIONS

The clients that make use of Angelini Technologies - Fameccanica’s technologies and services are large, medium and small multinational or private label companies, operating in the manufacturing or logistics sectors. The target markets in which the customers operate are personal care and hygiene and household and consumer goods logistics.

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

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

**CONGRATULATIONS TO P&G'S 2023 EXCELLENCE
AWARD WINNERS: READ THE NEWS**



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

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



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



SOCIAL WELFARE INITIATIVES

Angelini Technologies - Fameccanica also has the objective of contributing to the development of the socio-economic systems of the territories in which it operates, playing a fundamental role not only in providing concrete support to the community, but also in safeguarding the environment and the ecosystem.

CORPORATE LITERARY COMPETITION

During 2023, the Company promoted, together with the Experience Group⁽³⁴⁾ and CRAL Angelini Abruzzo⁽³⁵⁾, a literary competition, aimed at both current and former retired employees, on the theme of "The work experience in the Company", with the aim of encouraging individuals to write and share their enthusiasm with colleagues.

This initiative is part of other periodically organized activities, such as, for example, making company space available to promote Food Bank collections, painting exhibitions, family holidays, recreational trips, etc.

CHRISTMAS MARKET

The Christmas market is a charity initiative promoted by Angelini Industries Group Companies in support of various foundations. This event comes to life over the Christmas period and allows employees to buy products made available by Group Companies at a reduced price: for example, ACE hygiene and household cleaning products, Lines menstrual pads, Pampers diapers and wipes, Infasil detergents, Acutil and Body Spring supplements, Bertani wines and Angelini Beauty perfumes. Over the years, the initiative has been appreciated and loved by those who have participated in it and by all the employees who volunteer to ensure its success.

In 2023, the entire proceeds of the initiative (327,782.86 euros) were donated to the non-profit foundation WeWorld⁽³⁶⁾.

(34) The Fater-Fameccanica Experience Group formed by employees with more than 20 years of work experience, which aims to take advantage of the experience gained by people during their life in the Company, promoting initiatives focused on: community building, lifelong learning and generosity.

(35) <https://www.cralangelini.it>.

(36) WeWorld is a non-profit organization that works daily in Italy and in 29 countries around the world to defend the rights of children and women, guaranteeing education, health and protection from violence and abuse.

Nice to meet you, we are Angelini Technologies.

IT IS IMPORTANT FOR US
TO BUILD A SYSTEM.



Paola, Pasquale.

7. Ecosystems

THE SUPPLY CHAIN

Angelini Technologies - Fameccanica also operates thanks to the support of its supply chain developed over the years, which is able to meet the Company's needs in different technical fields.

The Company has created close ties to the local area through its supply chain, integrating economic growth with ESG factors: globally, including foreign subsidiaries, local turnover amounts to almost 80% of the total and almost 80% of all suppliers are local⁽³⁷⁾.

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

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

The supply chain process begins with the release of the bill of materials by the design team, which defines the list of components used to create the machine. The management system, after checking stock availability, issues purchase requests for the materials needed to assemble the line, which are then converted into orders.

Once the supplier-side production process has been completed, in accordance with the delivery conditions defined in the purchase order, the goods are shipped and completion of its activities is noted.

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

Within Angelini Technologies - Fameccanica, the Purchasing Function manages the entire supply process. With reference to the machine bill of materials issued by the Design Function, the relevant machine parts are acquired from suppliers qualified in commercial, technical and quality aspects. Suppliers are divided according to their classification (assembly, design, transport, packaging and warehousing) and evaluated according to their performance in terms of quality, on-time delivery and economic competitiveness. For major suppliers, evaluations are performed on a monthly basis.

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

The medium and long-term objective is to maintain, through a continuous improvement process that includes scouting for new suppliers, a technologically advanced supply chain capable of meeting the increasingly challenging needs of the Company. Cost, time and quality are inescapable selection factors, but to these are added evaluation criteria related to digitalization, management integration capacity, unique supplier's know-how, services offered and flexibility in adapting to constant changes in the market. In the long run, the supply chain will also have to evolve in line with the Company's strategic plans which are increasingly oriented towards exploring new business areas. Similarly, in line with its strategic approach to sustainability, Angelini Technologies - Fameccanica is actively working to integrate the relevant criteria within its purchasing procedures, starting with identification of the ESG performance assessment methodology for its supply chain.

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

PROMOTING SUSTAINABILITY IN THE SUPPLY CHAIN

In 2023, confirming this commitment, Angelini Technologies - Fameccanica began providing **training on sustainable sourcing for all buyers**. Participation was almost 100%. The aim is to repeat this training on an annual basis to update the possible regulations and align the activities that will be carried out for the integration of ESG criteria within procurement procedures.



At the same time, the Company resumed organization of **Suppliers' Day**, a supply chain event of great importance to Angelini Technologies - Fameccanica. It is not only an opportunity to strengthen business relations with suppliers, but also an opportunity to discuss strategic issues. Prominent among these issues is the achievement of sustainability through the value chain, an increasingly urgent priority

for the Company and the industry as a whole. Indeed, the Company believes that only through active and responsible cooperation with partners can an effective and sustainable supply chain be built in the long term.

In 2023, the total value of the Angelini Technologies - Fameccanica Group's spending on suppliers was over 160 million euros, involving more than 1,450 suppliers.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS	2023	2022	2021
Budget spent with local suppliers by significant locations of operation ⁽³⁸⁾ (euros)	126,713,406.0	126,545,567.5	126,713,406.0
Total budget spent with suppliers by significant locations of operation (euros)	161,948,451	158,868,779	152,668,126
Budget spent with local suppliers by significant locations of operation (%)	78.2%	79.7%	83.0%

In particular, the total value of Angelini Technologies - Fameccanica's supplies amounted to 133.2 million euros, or 82% of the total purchased through more than 950 suppliers.

Local suppliers contributed around 113.4 million euros in expenditure, corresponding to about 85% of purchases, in line with previous years.

FAMECCANICA.DATA S.P.A. NUMBER OF SUPPLIERS	2023	2022	2021
Number of local suppliers	742	732	686
Total number of suppliers	952	928	860

FAMECCANICA.DATA S.P.A. SPENDING ON LOCAL SUPPLIERS (euros)	2023	2022	2021
Spending on local suppliers	113,370,740	112,358,149	102,440,961
Total spending	133,261,375	132,149,388	119,168,012

(38) "Significant locations of operation" means those places where the Company impacts, or could impact, most significantly on the Stakeholders and on the external social/economic/environmental context. In this regard, these locations are identified as the production sites where goods and services are carried out or performed. This does not include liaison, sales or administrative offices located outside of the group or production plant's headquarters. In line with the geographic metric used to identify local suppliers, significant locations were also identified with reference to the Country where the production site operates.

As far as the foreign perimeter is concerned, consisting of the two Companies Fameccanica Machinery Shanghai (China) and Fameccanica North America (USA), the total value of supplies was 28.7 million euros, about 18% of the total purchased by the entire Company.

In particular, Fameccanica North America spent 21.2 million euros through 217 suppliers, and Fameccanica Machinery Shanghai almost 7.5 million euros through 286 suppliers.

FAMECCANICA NORTH AMERICA <i>(euros)</i>	2023	2022	2021
Spending on local suppliers	7,330,533	8,297,408	13,892,030
Total spending	21,212,682	18,782,002	25,177,622

FAMECCANICA MACHINERY SHANGHAI <i>(euros)</i>	2023	2022	2021
Spending on local suppliers	6,012,133	5,890,011	6,315,901
Total spending	7,474,394	7,937,389	8,322,492

FAMECCANICA NORTH AMERICA	2023	2022	2021
Number of local suppliers	164	153	163
Total number of suppliers	217	224	234

FAMECCANICA MACHINERY SHANGHAI	2023	2022	2021
Number of local suppliers	223	239	276
Total number of suppliers	286	290	331

OUR PARTNERS

COLLABORATIONS WITH TRAINING INSTITUTIONS

Angelini Technologies - Fameccanica cultivates and develops **synergies with schools and universities in the area** to create and disseminate technical, transversal and digital skills, as well as to provide experiences and learning opportunities for students. The main initiatives introduced by the Company include hosting high school students for PCTO⁽³⁹⁾ projects, offering curricular internships and participating in competitions for male and female students.

The main initiatives undertaken by the Company are outlined below.

- **TecnicaMente:** an initiative promoted by Adecco and dedicated to the students in the fifth year of IIS A. Volta in Pescara, who developed and presented projects on Industry 4.0 and sustainability issues to a number of local companies during a dedicated day. In 2023, Angelini Technologies - Fameccanica was a member of the jury, together with other companies in the area, listening to and evaluating the best projects.
- **Percorsi PCTO:** collaborative projects between companies and schools aimed at reducing the distance between the academic world and the labor market, either by offering students opportunities for in-company training experiences ("students in the Company") or through teaching in schools by company experts on topics of interest ("the Company at school").
In 2023, Angelini Technologies - Fameccanica started PCTO paths with the IIS A. Volta Institute in Pescara, for students in the fourth year of the mechanical, mechatronic, computer and electronics courses. During these collaborations, technical specialists from Angelini Technologies - Fameccanica gave lectures at schools on topics in line with the curriculum. In addition, in July, 19 students undertook a three-week internship in various company areas (design, production, purchasing, quality control) and, under the supervision of company tutors, alternated between formal training and practical work.
- **Lectures in Secondary Schools:** two specialists from the Research and Development and Business Development areas gave lectures for students enrolled in the *curvatura digitale* course, at the Liceo Scientifico C. D'Ascanio High School in Montesilvano (Pescara), to explain how the issues of digitalization and artificial intelligence are applied in a manufacturing company.

(39) Percorsi per le Competenze Trasversali e l'Orientamento (previously known as "school-work alternance").

Nice to meet you, I'm Simone.

THIS WAS MY **EXPERIENCE** WITH
SCHOOL-WORK ALTERNANCE.



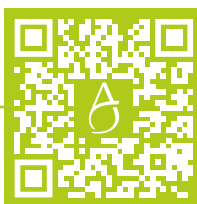
WATCH NOW



Simone Aceto, Mechanical Assembly Technician, Angelini Technologies - Fameccanica.

- **Company testimony, lecture and workshops with universities:** during 2023, a cooperative project began with the Gabriele d'Annunzio University of Chieti-Pescara (Faculty of Economics) for in-depth studies on sustainability issues and to present the Company's experience through concrete initiatives related to ESG aspects.

OUR COLLABORATION WITH THE UNIVERSITY: FIND OUT MORE



Talking to students about corporate sustainability is important, but when those words become strategies, management systems and reporting models that are told, explained and appreciated by visiting a company and talking to some of its key players, then words become deeds. The cooperation between Fameccanica and the Social Accounting Course at the d'Annunzio University of Chieti-Pescara helped to enhance teaching activities and created the basis for a fruitful exchange of knowledge.

Professor Lara Tarquinio (Full Professor of Business Economics at the Gabriele d'Annunzio University of Chieti-Pescara, President of the Master's Degree Course in Business Economics, President of the Scientific Committee of the "GBS-Financial Statements and Sustainability Group")

- **Erasmus+:** Angelini Technologies - Fameccanica participated, together with other companies, in one of the projects under the Erasmus+ program, funded by the European Commission. The Company asked the students of Liceo Classico G. d'Annunzio in Pescara to imagine how a company could address issues of diversity, equity and inclusion. The selected class presented the different proposed solutions. The project started in 2023 and ended in 2024 with awards given to the students.

Finally, Angelini Technologies - Fameccanica promotes several initiatives with the academic world and universities. In particular, **curricular traineeships** for university students in the various organizational areas, which are a notable orientation tool, allowing students to truly get to know the Company and its different departments and activities, while offering an excellent opportunity for training and personal and professional growth. In 2023, **eight apprenticeship courses** were activated:

- two with Gabriele d'Annunzio University of Chieti-Pescara (Faculty of Economics), with one internship in the Operations area and one in the Process Development area;
- one with LUISS University (Master in Business & Company Law) in the field of Legal Affairs (started in 2022 and completed in 2023);
- one with the University of Brescia (Economics & Management) in the area of Management Control (started in 2022 and ended in 2023);
- two with Marche Polytechnic University (Management Engineering), with one internship in the Purchasing area and one in the Shipping area;
- one with TUFTS University in Medford (USA) (Law and Diplomacy), with an international internship in the area of Sustainability;
- one with the Istituto Tecnico Superiore (ITS) Academy Sistemi Meccanica & Informatica in Lanciano (Mechatronics), with an apprenticeship in the testing and assembly area (started in 2023 and ended in 2024).

Angelini Technologies - Fameccanica, through the Angelini Academy, collaborates with business schools and universities at an international level, including the Massachusetts Institute of Technology (MIT) with access to the most prestigious training programs. In concrete terms, the Company expresses its technological needs and MIT makes its ecosystem available, including startups, faculty members and students, organizing workshops, seminars, and meetings with the aim of providing input, ideas, and directions for action.

Nice to meet you, we are Angelini Technologies.

HERE WE TELL YOU ABOUT OUR
COMMITMENT TO THE PLANET.



Fabio, Valerio.

8. Planet

FIGHTING CLIMATE CHANGE

Climate change and adapting to its effects are two of the most important challenges facing humanity. The year 2023 underlined this even further, as it was the first year in which average global temperatures increased by more than 1.5 °C since pre-industrial times, according to the Copernicus Climate Change Service. This is worrying with regard to the Paris Agreement, which established a global framework to avoid dangerous climate change by limiting global warming to well below 2 °C, possibly within 1.5 °C.

The continuing rise in global temperatures is leading to a significant increase in the frequency and intensity of extreme weather events, with impacts on the lives of millions of people. The importance of taking action to limit these changes is more real than ever and this fact was further demonstrated after the update of our materiality analysis.

As a consequence, Angelini Technologies - Fameccanica, after gaining experience with Scope 1 and Scope 2 calculations, has defined the start-up of the project for emissions related to all stages of the value chain (Scope 3) for next year.

In addition to aspects related to climate change, Angelini Technologies - Fameccanica has always been focused on the issues of environmental protection and energy efficiency, and this is seen in the adoption, for the Italian perimeter, of appropriate management systems, such as the international standards ISO EN UNI 14001 (Environmental Management System) and ISO EN UNI 50001 (Energy Management System) for the plant located in San Giovanni Teatino (Chieti): both Management Systems are subject to annual third-party auditing. In addition to the ISO 50001 standard, the Company has adopted a specific policy in the energy field, carrying out, on an annual basis, a detailed energy analysis and diagnosis, as required by Italian Legislative Decree 102/2014.

The Company, for the Italian plant, also has the **Single Environmental Authorization (AUA)**, which defines the control activities to be carried out as identified by the competent authority, which is valid for 15 years. The Emission Summary for the same was updated in 2021.

Angelini Technologies - Fameccanica also updates on an annual basis the Environmental Analysis and the Assessment of the Context and Interested Parties envisaged by international standards, performing an evaluation of the environmental impacts with a high degree of significance and identifying specific objectives that can become part of the **Environmental Improvement Plan**.

With a view to making resources more efficient, the Company is progressively digitalizing certain activities, both with reference to energy-intensive production processes (such as filtering and air-conditioning systems), in order to monitor times and methods of use to encourage energy containment, and with regard to activities for which the replacement of paper documents has been planned thanks to digitalization of various processes. In this way, the Company has optimized the work of technicians and outsourcers in terms of hours, and also generated savings in paper and printing.

The following are the initiatives undertaken by Angelini Technologies - Fameccanica with the involvement of internal human resources, bearing witness to the Company's growing sensitivity to environmental and sustainability issues:

- delivery of personal reusable steel bottles with company logo to employees to reduce plastic consumption;
- installation and replacement of water dispensers with elimination of water bottles, in order to eliminate plastic and reduce indirect impacts for the production, filling, washing, sanitizing and transport of the same containers;
- use of reusable cups instead of packaged PET water bottles and cans for self-service distribution of bulk drinks.

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

DISCOVER OUR FOREST



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

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

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

- the **Sustainable Click** initiative, which led to the gradual replacement of PCs for the corporate population with new models made of recovered carbon fibre and 21% plant-based bioplastics. The manufacturing process of these computers ensures a reduction in carbon footprint and CO₂ emissions, as well as savings in energy and water consumption;
- **the introduction of more sustainable** and modern **mice**, featuring casings made of 20% recycled marine plastic. This plastic is sourced from waste recovered from oceans and waterways, which is then cleaned and processed into plastic resin pellets;
- the circular economy project "**RiVending**"⁽⁴¹⁾ to recover and recycle PET plastic cups and stirrers, which led to the installation of special containers next to vending machines where plastic cups and stirrers can be disposed of after use. These containers allow cups to be stacked, reducing the volume of cups collected by more than 150% compared to traditional waste containers. The Company's vending machines also feature cups made with a new hybrid formulation associated with a lower environmental impact in terms of CO₂ emissions, compared to the traditional 165L vending cup of the same weight (3.8 g).

Finally, among the main objectives that Angelini Technologies - Fameccanica has set itself in terms of its commitment to the environment is the achievement of greater energy autonomy from renewable resources. In fact, the Company has completed the installation of photovoltaic panels in the company parking area at its

(41) Italian project managed by: CONFIDA-Italian Automated Distribution Association, COREPLA-National Consortium for the Collection, Recycling and Recovery of Plastic Packaging, UNIONPLAST-National Union of Plastics Processing Industries.

Italian headquarters, which will enable it to produce around 20% of its energy needs.

With regard to the production sites in China and the USA, an improvement process has been initiated for management of environmental aspects, which is based on the direct involvement of the foreign sites in environmental and sustainability issues through the definition of objectives, guidelines and policies that will allow the implementation of specific Environmental Management Systems.

EMISSIONS MANAGEMENT

As far as the Italian perimeter is concerned, the Single Environmental Authorization⁽⁴²⁾ which Angelini Technologies - Fameccanica holds reflects the current systems and process situation, and prescribes annual inspections, which the Company systematically carries out in line with the established schedule, to verify that the authorization limits set are always respected.

As far as chlorofluorocarbon (CFC) emissions are concerned, there are air-conditioning systems throughout the company complex. Specifically, the systems include: refrigeration systems, primary air treatment systems, heat pump systems and boilers. For all air-conditioning units with a refrigerant charge of more than 5 t eq, annual or semi-annual maintenance registers are available; for those above 50 t eq, leakage checks are carried out according to the prescribed frequency⁽⁴³⁾.

The plant maintenance company fills out the electronic F-Gas database each time an intervention is performed, as per regulation⁽⁴⁴⁾. Two thermal power plants were recently decommissioned as they were no longer used and had already been compensated for by previous investments in favor of heat pumps with a less significant environmental and energy impact.

From a regulatory point of view, it should be noted that the Company saw to management of the measures provided for in the CBAM (Carbon Border Adjustment Mechanism) Regulation for imports made in the last quarter of 2023.

Below data is provided in aggregate form on emissions associated with energy consumption and F-Gas for Angelini Technologies - Fameccanica, which includes Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America.

Emissions from direct combustion of fossil fuels are equivalent to **464.8 tCO₂eq**.

(42) Det. N. DT-422 dated 05/15/2015 and relevant Summary Sheet dated 03/11/2021.

(43) Inside the equipment, the following refrigerants are used: R404A, R407C, R134A, R438A, R410A, R32.

(44) Within the statutory 30 days.



DIRECT EMISSIONS (SCOPE 1) ⁽⁴⁵⁾ (tCO ₂ eq)	2023	2022	2021
Emissions deriving from fuels from non-renewable sources – sites and offices	135.7	170.5	187.8
<i>of which: natural gas</i>	130.7	165.2	186.4
<i>of which: diesel fuel</i>	5.0	4.1	1.4
<i>of which: propane</i>	-	1.2	-
Emissions deriving from fuels from non-renewable sources – company fleet ⁽⁴⁶⁾	64.1	1.2	8.7
<i>of which: petrol</i>	25.3	0.7	1.9
<i>of which: diesel fuel</i>	38.8	0.5	3.3
<i>of which: LPG</i>	-	-	3.5
Fugitive emissions	265.0	160.8	140.9
R410A ⁽⁴⁷⁾	69.7	149.9	140.9
R32	6.2	-	-
R134A	87.2	-	-
R22 ⁽⁴⁸⁾	101.9	10.9	-
EMISSIONS FROM NON-RENEWABLE SOURCES	464.8	332.5	337.4

DIRECT EMISSIONS BY COMPANY (SCOPE 1) (tCO ₂ eq)	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
	264	208	236	108	11	-	93	122	101

In 2023, Location-based indirect greenhouse gas emissions (**Scope 2**) produced by the activities of Angelini Technologies – Fameccanica amounted to **2,057.4 tCO₂eq**.

(45) The emission factors used to calculate tCO₂eq Scope 1 are taken from the DEFRA (UK Department for Environment, Food and Rural Affairs) database for the respective years (2021, 2022, 2023). These reflect the global warming potential (GWP) factors defined in the IPCC "Fourth Assessment Report (AR4)" over a 100-year period.

(46) For 2023, emissions were calculated for the total company fleet in addition to the fleet serving exclusively the production activities taken into account in previous years.

(47) Consumption of the refrigerant gas R410A for 2021 was estimated to be equal to the consumption for the year 2020-2021.

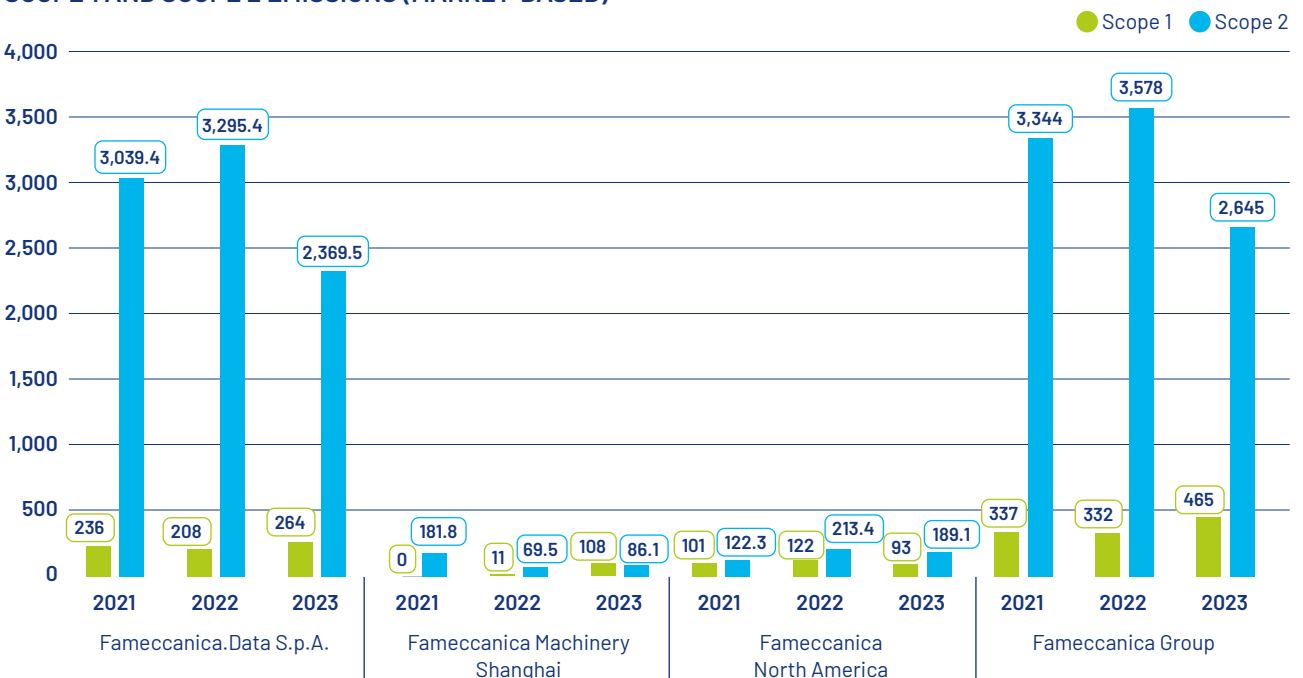
(48) Accidental fugitive emissions relating to this F-Gas relative to Fameccanica Machinery Shanghai: the fugitive emission figure for F-Gas R22 was calculated using the same emission factors published by DEFRA (EF - kg CO₂eq: 1,960).

INDIRECT EMISSIONS (SCOPE 2) (tCO ₂ eq)	2023	2022	2021
Location-based ⁽⁴⁹⁾	2,057.4	2,217.6	2,090.8
Market-based ⁽⁵⁰⁾	2,644.7	3,578.3	3,343.5

INDIRECT EMISSIONS (SCOPE 2) (tCO ₂ eq)	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
Location-based	1,838.4	1,934.7	1,786.7	86.1	69.5	181.8	132.8	213.4	122.3
Market-based	2,369.5	3,295.4	3,039.4	86.1	69.5	181.8	189.1	213.4	122.3

Below is a graphical representation of Scope 1 and Scope 2 Market-based emissions over the three-year period, broken down by Group Company.

SCOPE 1 AND SCOPE 2 EMISSIONS (MARKET-BASED)



(49) The Location-based methodology considers the average intensity of greenhouse gas emissions of the networks where the consumption of energy takes place using the data concerning the average emission factor of the network. The factors used for calculation purposes are: Joint Research Centre Data Catalogue, EPA eGRID, Terna "International Comparisons" for the years 2021 and 2022. For 2023, values from the source "International Comparisons" were used, published by Terna in 2019.

(50) The Market-based methodology was applied considering the emission factors relative to the reference market, when possible. The factors used for calculation purposes are: EPA eGRID, Terna "International Comparisons", European Residual Mixes "AIB" for the years 2021 and 2022. For 2023, the values from the AIB's Residual Mix source published in 2022 and Green-e 2022 were used instead, while for Fameccanica Machinery, in the absence of emission factors relating to the AIB's Residual Mix and in compliance with international reference standards, the same factors were applied as in the Location-based methodology for 2023.

ENERGY CONSUMPTION

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

For the Italian perimeter, in particular, electricity is used for the production of machinery, the production of compressed air, lighting, air conditioning and the operation of other general service utilities. Among these, air conditioning in most production departments and technical-administrative offices has accounted for a significant percentage of energy consumption over the past few years, as, during the testing phase, the machines absorb significant amounts of air-conditioned air from the working environment, which is subsequently expelled without any form of heat recovery. In addition, the fact that the room volumes are large and the building envelopes have high thermal transmittance must be considered. The recent construction of new offices has brought a positive impact, given the associated decrease in energy consumption.

Natural gas is used for general services such as heating (limited to small areas of the plant) and for services related to the company canteen. Angelini Technologies - Fameccanica's goal is to achieve an increasing level of energy efficiency by gradually decreasing the use of fossil fuels and to be more independent with regard to electricity production, as demonstrated by the recent construction of the photovoltaic parking area and the installation of charging stations for electric vehicles.

The following interventions were completed in 2023:

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

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Also in 2023, a new **Power Center** was built, including renovation of the compressed air generation facilities and the implementation of utilities serving air conditioning, as well as the replacement of the hydro filter with a dry filter.

The energy consumption of Angelini Technologies – Fameccanica, which includes Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America, is shown below in aggregate form. In 2023, overall fuel consumption for Angelini Technologies – Fameccanica was equal to 3,237.9 GJ.

FUEL CONSUMPTION⁽⁵¹⁾ (GJ)	2023	2022	2021
Petrol ⁽⁵²⁾	348.2	10.1	48.7
<i>for company fleet (vehicles for company use)</i>	23.6	10.1	48.7
<i>for company fleet (mixed-use vehicles)</i>	324.6	-	-
Natural gas	2,302.7	2,941.4	3,310.1
<i>for heating</i>	2,022.8	2,501.4	3,310.1
<i>for other purposes</i>	279.9	440.0	-
Diesel	587.0	60.4	45.2
<i>for energy production⁽⁵³⁾</i>	35.6	53.9	18.0
<i>for company fleet (vehicles for company use)</i>	2.8	6.5	27.2
<i>for company fleet (mixed-use vehicles)</i>	516.6	-	-
<i>for other purposes</i>	32.0	-	-
LPG for company fleet	-	-	80.4
Propane	-	19.0	-
TOTAL NON-RENEWABLE SOURCES	3,237.9	3,030.8	3,484.3

(51) The calculation of fuel consumption, expressed in Gigajoules (GJ), is based on the conversion factors published by the Department for Environment Food & Rural Affairs (DEFRA). For 2023, the diesel utilization figure for the foreign site Fameccanica Machinery Shanghai involved estimation, while for 2021-2022, the fuel figures for the Company's fleet were estimated. In addition, Fameccanica Machinery Shanghai's diesel consumption for power generation in 2022 was estimated.

(52) The change from previous years is related to the reporting of mixed-use vehicles for 2023.

(53) Data for 2021-2022 for this type of fuel have been estimated.

At the same time, energy consumption plays a very important role in assessing overall impacts. In 2023, Angelini Technologies - Fameccanica acquired a total of **22,479.3 GJ** of electricity, a 19% decrease compared to 2022. Furthermore, the investments made in the photovoltaic solar plants installed by Angelini Technologies - Fameccanica allowed the Company to self-produce a total of 499.1 GJ in 2023.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION ⁽⁵⁴⁾ (GJ)	2023	2022	2021
Fuel from non-renewable sources	3,237.9	3,030.8	3,484.3
Electricity purchased	22,479.3	27,755.9	25,838.9
<i>of which: electricity not certified - from third parties</i>	22,479.3	27,755.9	25,838.9
Self-generation of electricity from photovoltaic solar plants	499.1	-	-
Electricity sold - to third parties	167.3	-	-
TOTAL ENERGY CONSUMPTION	26,049.0	30,786.7	29,323.2

(54) The calculation of the consumption of purchased electricity, expressed in GJ, is based on the conversion factors published by the Department for Environment Food & Rural Affairs (DEFRA).

RESPONSIBLE USE OF NATURAL RESOURCES

RESPONSIBLE MANAGEMENT OF RAW MATERIALS

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

- **commercial components** - which in terms of economic volume account for 50% of the raw material costs for systems - may be standardized or they may be more or less complex assemblies consisting of even thousands of sub-components. In addition to these, there are components made to a drawing (design components) for which mainly steel and aluminium are used, and plastic polymers in a smaller percentage;
- with regard to **packaging** for systems or their components, the Company mainly uses wood and cardboard, the recycling of which is left to the end customer, while the use of plastics is mainly limited to the protection of parts and/or systems inside of the primary packaging.

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

An example of an innovation realized in this area by Angelini Technologies - Fameccanica is **Greenpackt®**, a **patented all-in-one production system developed to make the packaging industry 100% sustainable**. It is a revolutionary solution that provides a greener alternative in strategic consumer goods markets. Considering that a conventional polypropylene (PP) packaging of 15 individual doses weighs 57 grams and has a carbon footprint of 178.6 grams of CO₂eq, while a Greenpackt® packaging of 20 individual doses weighs 58.7 grams and has a carbon footprint of only 83.4 grams CO₂eq, we are talking about a 53% reduction in CO₂ emissions. In addition, the Greenpackt® system only **uses recycled cardboard or biodegradable materials**, thus saving 4 million trees and making the packaging recyclable and biodegradable once again, even if it winds up in the sea. The **dissemination of the results of the European Community-funded project, LIFE-GLUELESS**, which aims to reduce the use of glues in disposable baby diapers, was also continued; the initial results of the **LIFE ALL-IN project concerning on-line processing of materials** were also released.

WATER RESOURCES

Angelini Technologies - Fameccanica recognizes the essential role of ensuring that communities have access to clean and unpolluted natural resources and is therefore committed to protecting the health of the environment and nearby bodies of water. With a view to continuous improvement and technical progress, the Company periodically monitors possibilities for increasing efficiency: for example, the Company is in the process of decommissioning a hydro-filter system, which has been replaced with a system using dry filters. It is also considering phasing out the remaining hydro-filters in order to reduce its environmental and energy impact.

UTILIZATION OF WATER RESOURCES

For the Italian perimeter, drinking water is taken from the municipal water network and stored in special reservoirs, from which it is then distributed via an internal network to various points of withdrawal located in all the necessary company areas, such as drinking fountains, toilets and canteen. In addition to this, the Company uses water taken from the municipal drainage network through an internal distribution system. Several withdrawal points are located throughout the company perimeter for irrigation activities as well as for fire-fighting systems and specific production facilities, such as hydro-filters.

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

Water withdrawal for production purposes is linked to the use of hydro-filters for the abatement of dust generated by the lines being tested. The impact of this use depends on how long the testing takes and the number of machines in production, which cannot be determined in advance. Within the company perimeter, the types of water used in the various plants are classified, including drinking water, reclaimed water and services. Water consumption is then monitored, in particular with respect to water for human consumption from the drinking water network and those withdrawn by the drainage consortium for production purposes.

For the Italian plant, there is also an authorization to discharge into the sewerage system for water similar to domestic water, issued by the relevant authorities. Liquids from industrial processes are handled as special waste and sent for recovery or disposal in accordance with current environmental regulations.

The following is aggregate data on water resources used by Angelini Technologies - Fameccanica, including Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America, where water consumption represents the difference between total water withdrawal and total water discharge.

WATER WITHDRAWAL BY SOURCE AND TYPE ⁽⁵⁵⁾ (megaliters)	2023		2022	2021
	Areas under water stress	All areas	All areas	All areas
Water from third parties (total)	0.3	13.7	18.0	16.3
Drinking water ($\leq 1,000$ mg/l total dissolved solids)	0.3	6.6	6.3	-
Other water ($> 1,000$ mg/l total dissolved solids)	-	7.1	11.5	-
TOTAL WATER WITHDRAWAL	0.3	13.7	18.0	16.3

WATER DISCHARGE BY SOURCE AND TYPE ⁽⁵⁶⁾ (megaliters)	2023		2022	2021
	Areas under water stress	All areas	All areas	All areas
Water from third parties (total)	0.3	6.4	17.7	16.2
<i>of which: volume of water sent to other organizations</i>	-	-	-	-
Drinking water ($\leq 1,000$ mg/l total dissolved solids)	0.3	6.4	6.2	-
Other water ($> 1,000$ mg/l total dissolved solids)	-	-	11.2	-
TOTAL WATER DISCHARGE	0.3	6.4	17.7	16.2

(55) "Areas under water stress" means geographical areas with reduced availability, quality and suitability of water resources for drinking water. The location of the Fameccanica.Data S.p.A. site falls within the "low severity water scenario" (source: ISPRA-Permanent District Water Use Observatories). 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. Specification of the type of withdrawal in terms of "drinking water" and "other water" is not available for the three companies for 2021 and for Fameccanica North America alone for 2022.

(56) For Fameccanica.Data S.p.A., the water discharged is equal to the difference between the drinking water withdrawn (5.88 MI) and the estimated consumption of water for human use (i.e. water for drinking and meal preparation: 700 l/day x 220 days/year), equal to 5.72 MI. The production process does not involve the use of water, nor is it used in finished products.

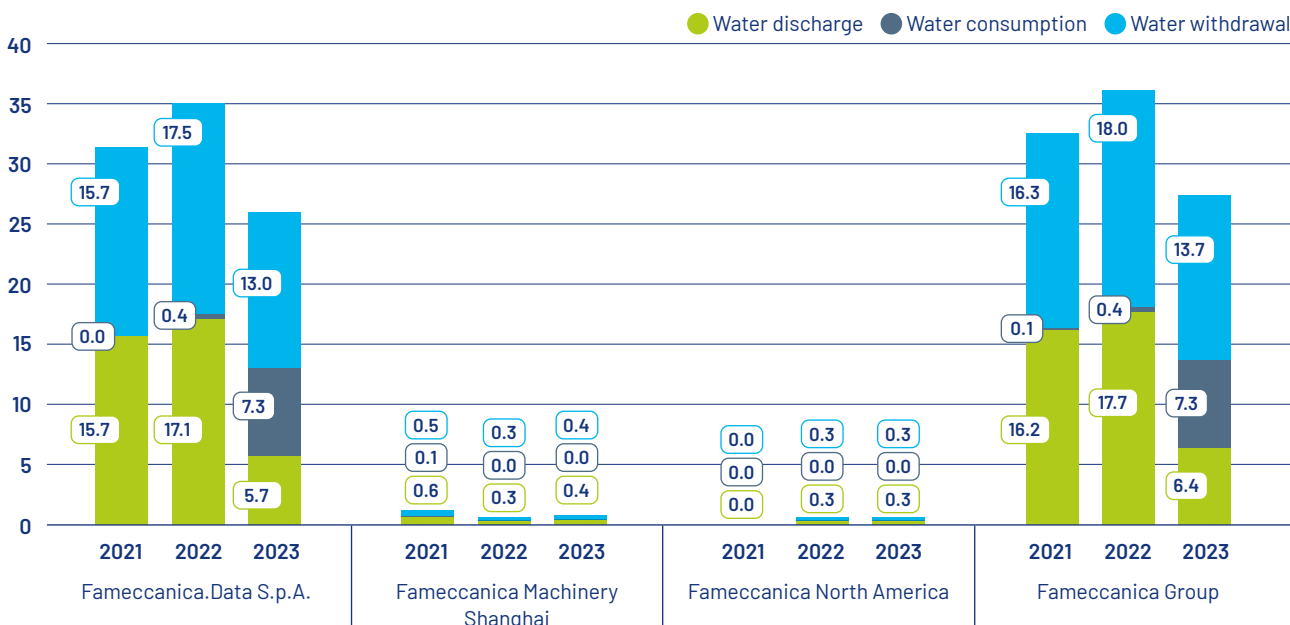
At Fameccanica Machinery Shanghai, only the city's public sewage system is used for water discharge. The quantity of water discharged is calculated by estimating that 90% cent of the water consumed corresponds to the discharge volume. Specification of the type of withdrawal in terms of "drinking water" and "other water" is not available for the three Companies for 2021 and for Fameccanica North America alone for 2022.

WATER CONSUMPTION ⁽⁵⁷⁾ (megaliters)	2023		2022	2021
	Areas under water stress	All areas	All areas	All areas
Total water consumption	-	7.3	0.4	0.1
Changes in water storage	-	0.7	-	-

WATER CONSUMPTION ⁽⁵⁸⁾ (megaliters)	Fameccanica.Data S.p.A.			Fameccanica Machinery Shanghai			Fameccanica North America		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
Total water discharge	5.72	17.09	15.71	0.37	0.29	0.51	0.32	0.27	0.02
Total water consumption	7.28	0.37	-	0.04	-	0.06	-	-	-
Total water withdrawal	13.00	17.46	15.71	0.41	0.29	0.56	0.32	0.27	0.02

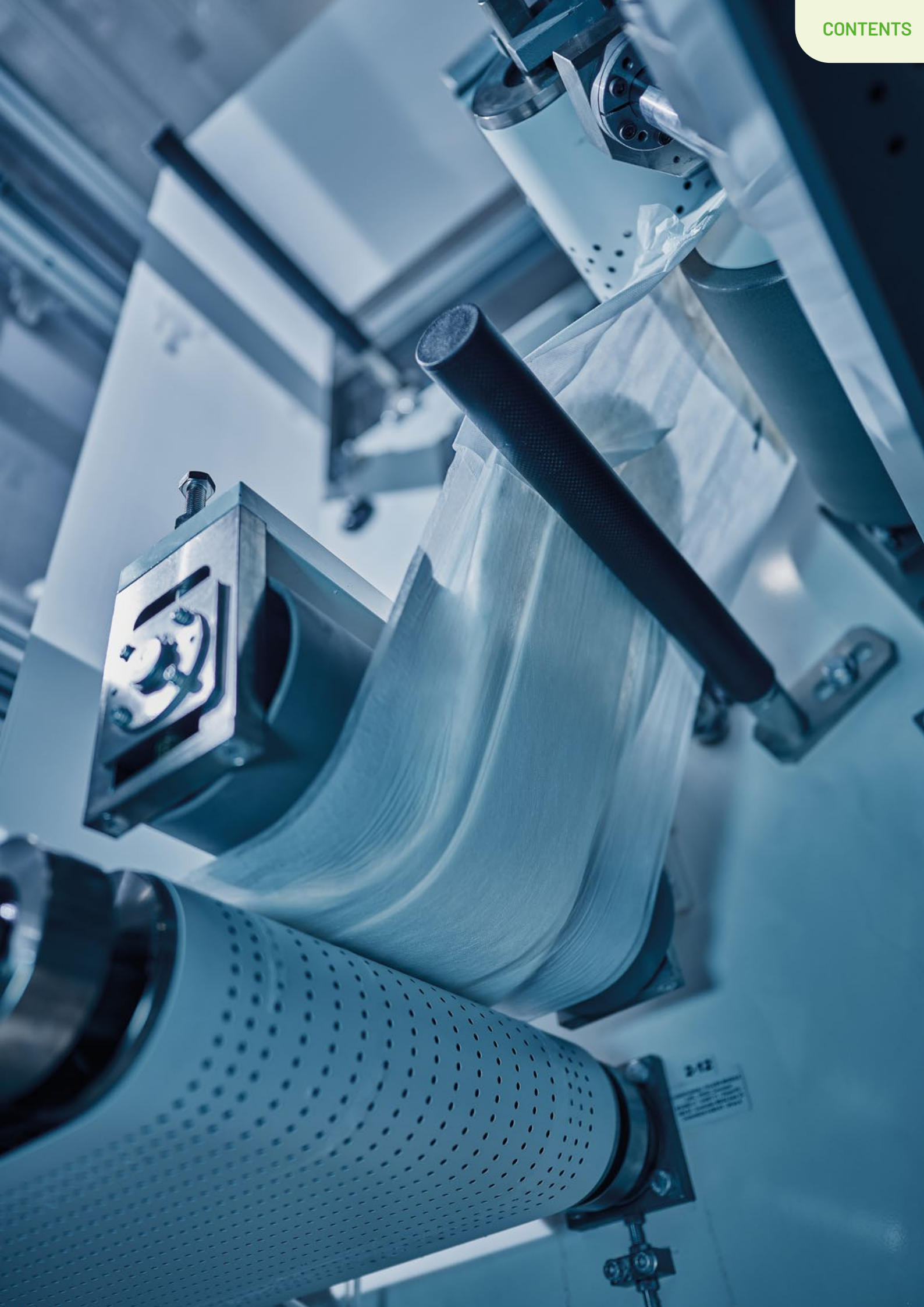
Below is a graphical representation of water resources, broken down by Group Company over the three-year period.

WATER RESOURCES (megaliters)



(57) Fameccanica.Data S.p.A. does not store water reserves for use in production processes.

(58) Please note that for 2023, the changes are based on improved reporting logic.



WASTE

Most of the waste produced at Angelini Technologies - Fameccanica comes from assembly stages (mainly plastic packaging, cardboard boxes of commercial parts purchased for machine assembly, scrap iron, steel and electrical cables) and from machine testing (mainly raw materials such as non-woven, cellulose, super-absorbent, glue and finished product waste). The characteristics of these are based on customer requirements, making it impossible to carry out preventive analysis.

In this context, specific initiatives have been launched by the Research and Development Function, also related to possible environmental impacts, such as, for example, the reduction of raw material waste, which have been submitted for evaluation by the customers themselves for possible applicability on the designed machines.

Whenever possible, Angelini Technologies - Fameccanica always prefers to send its produced waste for recovery, rather than disposal. Therefore, when choosing the system and with reference to the destination of waste produced, the technical-regulatory aspect takes precedence over mere economic considerations. Moreover, historically, only a small part of the waste produced (about 5% of the total amount) is hazardous. Waste produced is entrusted to environmental managers in possession of all the necessary authorizations for the transport and/or treatment of the specific waste entrusted. The flow is managed and regulated by means of a specific service contract signed by the parties, including documentary evidence for appropriate internal evaluation before (e.g., authorizations, insurance policies, etc.) and during (copies of forms) the assignment.

The waste streams produced at the various company sites are tracked by means of forms and specific loading and unloading registers, as per regulations and according to the relevant schedules. Angelini Technologies - Fameccanica is equipped with a management tool through which all data on waste managed and produced (quantities, types, destinations, transporters, recovery/disposal operations, etc.) are reported, also for the purpose of periodic regulatory reporting (e.g., MUD).

The subsidiary Fameccanica Machinery Shanghai takes general actions to prevent waste generation both within the Company's facilities and throughout the value chain. Constant monitoring of the volume of waste in the factory enables timely intervention, with agreements made with third parties to collect and transport waste efficiently and responsibly.

In the office area, the separation of dry and wet waste by all employees is promoted in order to facilitate the disposal and recycling process. Waste management in the factory is done through collaboration with third-party companies, which take care of the classification and subsequent recycling processes.

Factory waste is collected by the cleaners and transported to the storage point, where, once the desired volume is reached, third parties are called in for collection. Similarly, waste from offices is collected regularly and disposed of in line with city collection rules. Finally, being an assembly plant, most of the waste at the Shanghai site can be recycled, as it mainly consists of packaging materials for various materials and processing residues and scraps.

The quantities of waste produced by Angelini Technologies - Fameccanica, which includes Fameccanica.Data S.p.A., Fameccanica Machinery Shanghai and Fameccanica North America, are shown below in aggregate form⁽⁵⁹⁾. Note that, for waste listed below subject to disposal or material recovery activities, these activities were carried out entirely at an external site.

In 2023, Angelini Technologies - Fameccanica produced 931.3 metric tonnes of waste, of which 22% went to disposal processes and 78% to recovery operations⁽⁶⁰⁾.

(59) Omissions: Fameccanica North America with reference to the specification of disposal and recovery arrangements for the years 2021 and 2022; Fameccanica.Data S.p.A. with reference to specification of disposal and recovery arrangements limited to 2021.

(60) The decrease in total waste produced compared to previous years is due to the types of machines being tested during the year and the number of machines that may or may not require testing of the finished product before final acceptance by the customer. In particular, during 2023, there were several machines being tested at low/medium speed with less production of finished product for the same amount of time and more development of automation/robotics projects that have less impact.

WASTE GENERATED ⁽⁶¹⁾ (t)	2023		2022		2021	
	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite
HAZARDOUS WASTE	-	14.7	-	6.8	-	45.6
Diverted from disposal	-	6.0	-	1.3	-	1.2
<i>of which: preparation for re-use</i>	-	-	-	-	-	-
<i>of which: recycling</i>	-	-	-	-	-	-
<i>of which: other recovery operations</i>	-	6.0	-	1.3	-	1.2
Directed to disposal	-	8.7	-	5.5	-	44.4
<i>of which: incineration (with energy recovery)</i>	-	-	-	-	-	-
<i>of which: incineration (with no energy recovery)</i>	-	-	-	-	-	0.4
<i>of which: landfill</i>	-	-	-	-	-	-
<i>of which: other disposal operations</i>	-	8.7	-	5.5	-	44.0
NON-HAZARDOUS WASTE	-	916.6	-	1,344.0	-	975.6
Diverted from disposal	-	720.4	-	927.4	-	716.8
<i>of which: recycling</i>	-	15.0	-	6.6	-	-
<i>of which: preparation for re-use</i>	-	57.8	-	57.1	-	3.8
<i>of which: other recovery operations</i>	-	647.6	-	863.7	-	713.0
Directed to disposal	-	196.2	-	416.6	-	258.8
<i>of which: incineration (with energy recovery)</i>	-	1.0	-	0.8	-	15.0
<i>of which: incineration (with no energy recovery)</i>	-	-	-	-	-	-
<i>of which: landfill</i>	-	31.0	-	30.0	-	65.6
<i>of which: other disposal operations</i>	-	164.2	-	385.8	-	178.2
TOTAL WASTE GENERATED	-	931.3	-	1,350.8	-	1,021.2

(61) At Fameccanica Machinery (Shanghai), as an assembly plant, the waste produced in the production area and 43% of waste produced by employees are considered recyclable, while 57% of employee-related waste is considered as directed to disposal (according to percentages provided by the city). In 2023, no hazardous waste was disposed of as the Company has only a few oil-contaminated containers in storage, awaiting disposal. Waste weights for this foreign site are subject to estimates.

WASTE BY LOCATION (t)	2023		2022		2021	
	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	164.2	542.8	385.8	863.7	178.2	713.0
Hazardous waste	8.7	6.0	5.5	1.3	44.0	1.2
Fameccanica Machinery Shanghai						
Non-hazardous waste	1.0	6.6	2.4	5.1	17.0	3.8
Hazardous waste	-	-	-	-	0.4	-
Fameccanica North America						
Non-hazardous waste	31.0	171.0	28.4	58.6	63.6	-
Hazardous waste	-	-	-	-	-	-

Appendix

GOVERNANCE

GRI 205-2

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (BOARD OF DIRECTORS) ⁽⁶²⁾		2023							
Total number of governance body members who have received information about the organization's anti-corruption policies and procedures		3							
Percentage of governance body members who have received information about the organization's anti-corruption policies and procedures		100%							
Total number of governance body members who have taken anti-corruption training courses		3							
Percentage of governance body members who have taken anti-corruption training courses		100%							
Total members of the governance body		3							

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (EMPLOYEES) ⁽⁶³⁾	2023				2022			
	Executives	Managers	White collar	Blue collar	Executives	Managers	White collar	Blue collar
Total number of employees who have received information about the organization's anti-corruption policies and procedures	17	42	350	111	-	-	-	-
Percentage of employees who have received information about the organization's anti-corruption policies and procedures	100%	100%	100%	100%	-	-	-	-
Total number of employees who have taken anti-corruption training courses	17	42	350	111	-	-	-	-
Percentage of employees who have taken anti-corruption training courses	100%	100%	100%	100%	-	-	-	-
Total employees per category	17	42	350	111	-	-	-	-

(62) Data refer to Fameccanica.Data S.p.A. alone.

(63) Reference is made to all employees of the Italian branch of Fameccanica.Data S.p.A.

GRI 2-9

GOVERNANCE STRUCTURE AND COMPOSITION ⁽⁶⁴⁾	2023					
	Number			Percentage		
	Women	Men	Total	Women	Men	Total
Board of Directors ⁽⁶⁵⁾	-	3	3	-	100%	100%
Members with a requirement of independence	-	-	-	-	-	-
Board of Statutory Auditors	-	5	5	-	100%	100%
Supervisory Body	-	3	3	-	100%	100%
Leadership Team ⁽⁶⁵⁾	4	8	12	33%	67%	100%

PEOPLE

405-1

MEMBERSHIP OF THE GOVERNING BODY AS OF 12/31/2023 BY GENDER AND AGE ⁽⁶⁶⁾	2023		
	Men	Women	Total
Under 30	-	-	-
30-50 years	1	-	1
Over 50	2	-	2
TOTAL (no.)	3	-	3
Under 30	-	-	-
30-50 years	33%	-	33%
Over 50	66%	-	66%
TOTAL (%)	100%	-	100%

(64) Data refer to Fameccanica.Data S.p.A. alone.

(65) It should be noted that the members of the Leadership Team include the CEO, who was counted on the Board of Directors.

(66) Data refer to Fameccanica.Data S.p.A. alone.



GRI Content Index

Statement of use

In this non-financial report, the Fameccanica Group has reported the information contained in the GRI Content Index for the period January 1, 2023 to December 31, 2023 according to the “in accordance with GRI Standards” option.

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	1. Identity & Purpose/ 3. Governance	13-14	
	2-2	Entities included in the organization's sustainability report	Methodological note	6	
	2-3	Reporting period, frequency and contact point	Methodological note	7	Contact points: - Company website: www.fameccanica.com - Sustainability Area e-mail: sustainability@fameccanica.com
	2-4	Review of information	Methodological note	7	Partial restatement of some data referring to the years 2021 and 2022 as a result of methodological and analytical insights, duly reported throughout the document. For previously published data, please refer to the 2022 Sustainability Report, published on the website.
	2-5	External assurance	Methodological note	7	
	2-6	Activities, value chain and other business relationships	1. Identity & Purpose/ 7. Ecosystems	13-15	
	2-7	Employees	5. People/Appendix	80-87	
	2-8	Non-employees	5. People/Appendix	93	

GRI SUSTAINABILITY REPORTING STANDARD	Chapter/paragraph reference	Page	Standard application notes/omissions		
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	3. Governance/Appendix	53-57	
	2-10	Appointment and selection of the highest governance body	3. Governance	54	Partially reported (confidentiality omission).
	2-11	President of the highest governance body	3. Governance	54	
	2-12	Role of the highest governance body in the control of impact management	2. Sustainability for Angelini Technologies - Fameccanica	25	
	2-13	Delegation of responsibility for managing impacts	2. Sustainability for Angelini Technologies - Fameccanica	49	
	2-14	Role of the highest governance body in sustainability reporting	Methodological note	7	
	2-15	Conflicts of interest	3. Governance	55	
	2-16	Communication of critical issues	To date, there are no procedures for communicating critical issues (regarding sustainability) to the highest governing body.		
	2-17	Collective knowledge of the highest governing body	2. Sustainability for Angelini Technologies - Fameccanica	28	
	2-18	Performance evaluation for the highest governance body	Information not available: on the basis of the new Angelini Industries Group strategy, an evaluation will be carried out of the need to formalize in corporate documents, how and to what extent, how the Board of Directors manages the organization's impacts on the economy, the environment and people.		
	2-19	Remuneration policies	Confidentiality constraint on information: sensitive information pertaining to the implementation of the business development strategy, considered at this stage to be highly confidential and not to be shared.		
	2-20	Process for determining remuneration	Confidentiality constraint on information: sensitive information pertaining to the implementation of the business development strategy, considered at this stage to be highly confidential and not to be shared.		
	2-21	Ratio of total annual fees	Confidentiality constraint on information: sensitive information pertaining to the implementation of the business development strategy, considered at this stage to be highly confidential and not to be shared.		
2-22	Declaration on the sustainable development strategy	Letter to Stakeholders/ 2. Sustainability for Angelini Technologies - Fameccanica	4-5		

GRI SUSTAINABILITY REPORTING STANDARD		Chapter/paragraph reference	Page	Standard application notes/omissions
GRI 2: General Disclosures 2021	2-23	Commitment in terms of policy	1. Identity & Purpose/ 2. Sustainability for Angelini Technologies - Fameccanica/ 3. Governance/5. People	25-28
	2-24	Integration of commitments into policies	3. Governance	65-67
	2-25	Processes to remedy negative impacts	Note that there are no significant critical issues arising from negative impacts and reference is made to the specific GRIs. Partially reported: it is part of the management approach to the topics.	
	2-26	Mechanisms for consultation and expression of doubts	3. Governance	64
	2-27	Compliance with laws and regulations	The organization has not detected any cases of significant non-compliance with laws or regulations during the reporting period.	
	2-28	Belonging to associations	2. Sustainability for Angelini Technologies - Fameccanica	51
	2-29	Approach to Stakeholder engagement	2. Sustainability for Angelini Technologies - Fameccanica	30-31
	2-30	Collective bargaining agreements	5. People	103-105
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	2. Sustainability for Angelini Technologies - Fameccanica	37-38
	3-2	List of material topics	2. Sustainability for Angelini Technologies - Fameccanica	39
RESPONSIBLE SOURCING				
GRI 3: Material Topics 2021	3-3	Management of material topics	7. Ecosystems	117
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	7. Ecosystems	121
CREATION AND DISTRIBUTION OF ECONOMIC VALUE				
GRI 3: Material Topics 2021	3-3	Management of material topics	2. Sustainability for Angelini Technologies - Fameccanica	25
GRI 201: Economic performance 2016	201-1	Economic value directly generated and distributed	2. Sustainability for Angelini Technologies - Fameccanica	31

GRI SUSTAINABILITY REPORTING STANDARD		Chapter/paragraph reference	Page	Standard application notes/omissions
CLIMATE CHANGE				
GRI 3: Material Topics 2021	3-3	Management of material topics	8. Planet	127
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	8. Planet	132
	305-2	Energy indirect (Scope 2) GHG emissions	8. Planet	133
ENERGY EFFICIENCY				
GRI 3: Material Topics 2021	3-3	Management of material topics	8. Planet	127
GRI 302: Energy 2016	302-1	Energy consumption within the organization	8. Planet	134-136
ETHICS AND COMPLIANCE				
GRI 3: Material Topics 2021	3-3	Management of material topics	5. People	79
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	3. Governance/Appendix	64
	205-3	Confirmed incidents of corruption and actions taken	3. Governance	65
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions were taken against the Company relating to anti-competitive behavior and/or violations of the anti-trust regulations concerning monopoly practices during the reporting period.	
PRODUCT INNOVATION (R&D - IP)				
GRI 3: Material Topics 2021	3-3	Management of material topics	8. Planet/ 4. Innovation & Digitalization	73
	3-3	Management of material topics	5. People	79

GRI SUSTAINABILITY REPORTING STANDARD		Chapter/paragraph reference	Page	Standard application notes/omissions
DEVELOPING AND VALUING HUMAN CAPITAL				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5. People	86-87
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5. People	103
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5. People	98
	404-3	Percentage of employees receiving regular performance and career development reviews	5. People	101
CYBERSECURITY AND INFORMATION SECURITY				
GRI 3: Material Topics 2021	3-3	Management of material topics	3. Governance/ 4. Innovation & Digitalization	77
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy/loss of data were reported. No incidents of data breach, leaks, theft or loss with risk to the rights and freedoms of customers were identified.	
SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES				
GRI 3: Material Topics 2021	3-3	Management of material topics	8. Planet	127
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	8. Planet	138
	303-3	Water withdrawal	8. Planet	138
	303-4	Water discharge	8. Planet	139
	303-5	Water consumption	8. Planet	140

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	142-143	
	306-3	Waste generated	8. Planet	144	
	306-4	Waste diverted from disposal	8. Planet	144	
	306-5	Waste directed to disposal	8. Planet	144	
DIVERSITY, EQUITY AND INCLUSION					
GRI 3: Material Topics 2021	3-3	Management of material topics	5. People	79	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5. People/Appendix	80-82	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination occurred in 2023.		
PARTNERSHIPS AND STAKEHOLDER RELATIONS					
GRI 3: Material Topics 2021	3-3	Management of material topics	6. Clients & Community	109	
HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3	Management of material topics	5. People	79	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5. People	89	
	403-2	Hazard identification, risk assessment, and incident investigation	5. People	90	
	403-3	Occupational health services	5. People	92	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5. People	92	
	403-5	Worker training on occupational health and safety	5. People	102	
	403-6	Promotion of worker health	5. People	105	

GRI SUSTAINABILITY REPORTING STANDARD			Chapter/paragraph reference	Page	Standard application notes/omissions
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5. People	89	
	403-8	Workers covered by an occupational health and safety management system	5. People	93	
	403-9	Work-related injuries	5. People	94-95	
	403-10	Work-related ill health	5. People	92	
CUSTOMER FOCUS AND CUSTOMER SATISFACTION					
GRI 3: Material Topics 2021	3-3	Management of material topics	6. Clients & Community	109	
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	6. Clients & Community	110	
	417-2	Incidents of non-compliance concerning product and service information and labeling	6. Clients & Community	111	
	417-3	Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorships.		
PRODUCT QUALITY AND SAFETY					
GRI 3: Material Topics 2021	3-3	Management of material topics	6. Clients & Community	109	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	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. Please refer to the section "Product quality and safety" in Chapter 6 "Clients & Community".		
	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.		

Quantitative indicators that do not relate to any general or topic-specific disclosures of the GRI Standards, which are reported on the pages indicated in the Content Index, are not subject to limited review by EY S.p.A.

Independent Auditor's Report



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Independent auditor's report on the Sustainability Report 2023
(Translation from the original Italian text)



**Building a better
working world**

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Independent auditor's report on the Sustainability Report 2023 (Translation from the original Italian text)

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

We have been appointed to perform a limited assurance engagement on the Sustainability Report 2023 (hereinafter also the "Sustainability Report") of Fameccanica.Data S.p.A. and its subsidiaries (hereinafter also the "Fameccanica.Data Group") for the year ended December 31, 2023.

Responsibilities of the Directors for the Sustainability Report

The Directors are responsible for the Sustainability Report prepared in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" defined by GRI - Global Reporting Initiative (hereinafter "GRI Standards"), as reported in the "Methodological Note" section and with reference to the selection of GRI Standards indicated in the "GRI Content index" section of the Sustainability Report.

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

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

Auditor's Independence and Quality Control

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

Our audit firm applies *International Standard on Quality Management 1 (ISQM Italia 1)* and, as a result, maintains a quality control system which includes policies and procedures for compliance with ethical requirements, professional principles and with applicable laws and regulations.

Auditor's responsibilities

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

Therefore, the extent of work performed in our examination was lower than that required for a reasonable assurance engagement conducted in accordance with ISAE 3000 revised ("reasonable assurance engagement"), and, therefore, do not enable us to obtain assurance that we have become

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aware of all significant matters and events that might be identified in a reasonable assurance engagement.

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

In detail, we have performed the following procedures:

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

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

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

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Fameccanica.Data Group for the year ended December 31, 2023 has not been prepared, in all material aspects, in accordance with the requirements of the GRI Standards as described in the "Methodological Note" section and with reference to the selection of GRI Standards indicated in the "GRI Content index" section of the Sustainability Report.

Other aspects

The comparative data presented in the Sustainability Report, in relation to the years ended December 31, 2022 and December 31, 2021, have not been examined.

Rome, October 15, 2024

EY S.p.A.
Signed by: Paolo Pambuffetti, Auditor

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

Nice to meet you, we are Angelini Industries.

The “Nice to meet you, we are Angelini Industries” creative concept that characterizes the Angelini Industries 2023 reporting lines, which include the Angelini Technologies – Fameccanica Sustainability Report, allows for the people who make up our Group to take centre stage. It is thanks to their collective effort that Angelini Industries achieves results and always reaches new targets. For this reason, we wanted to involve employees from the Parent Company and the Operating Companies in the project, so that everyone would be represented.

Each individual is crucial for creating the atmosphere of passion, professionalism and dedication that is essential for achieving excellent results.

Capturing this essence in photograph, and displaying it, is our way of sharing the values that guide us on a daily basis. And of getting to know us a little better.

ANGELINI TECHNOLOGIES - FAMECCANICA

Fameccanica.Data S.p.A.

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

Share capital: € 18,592,560

Tax Code / VAT no.: IT01129210686

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2023 Sustainability Report

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FAMECCANICA



Angelini
Technologies