

DESIGNING EVOLUTION

Quality, innovation,
and sustainability
in the Metelli journey



SUSTAINABILITY
REPORT

2025

metelligroup
AUTOMOTIVE PASSION

Planning for evolution means turning change into a course of action.

For Metelli, an industrial company with extensive experience in the automotive sector, evolution means continuing to do what has always defined the company: designing, manufacturing, and distributing reliable, high-quality components, while progressively integrating new responsibilities toward the environment, people, the supply chain, and the local community.

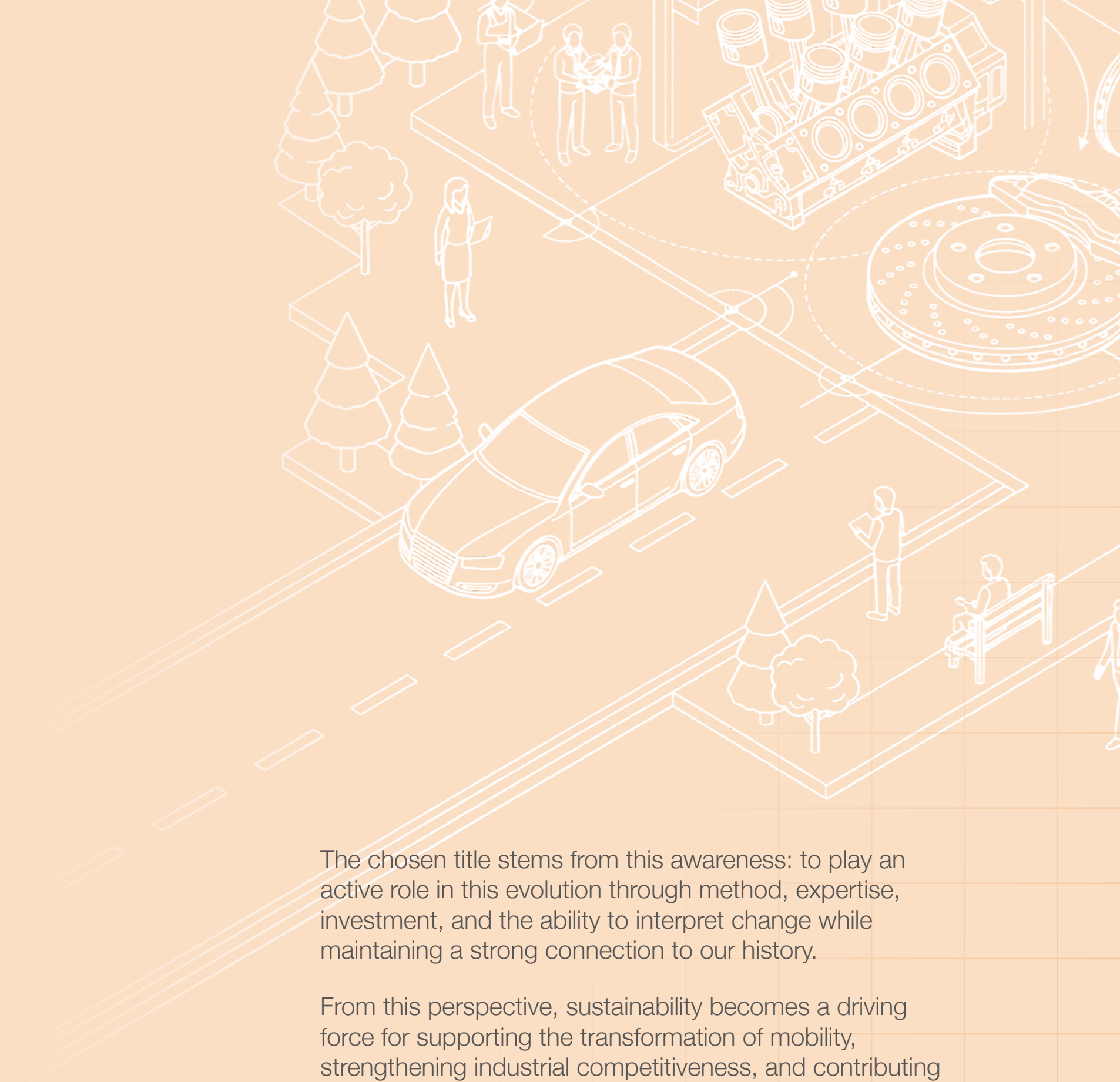
This Sustainability Report concludes the first three-year cycle of ESG activities and details how the journey undertaken in recent years is becoming an integral part of the way the company views its industrial role.

From listening to stakeholders to defining the ESG Plan, from strengthening governance to measuring impacts, Metelli has laid the groundwork for an increasingly structured, concrete, and continuous improvement-oriented approach.

The chosen title stems from this awareness: to play an active role in this evolution through method, expertise, investment, and the ability to interpret change while maintaining a strong connection to our history.

From this perspective, sustainability becomes a driving force for supporting the transformation of mobility, strengthening industrial competitiveness, and contributing responsibly to the quality of the system in which Metelli operates.

Metelli S.p.A. has prepared this Sustainability Report on a voluntary basis, covering the reporting period from **January 1, 2025, to December 31, 2025.**



MESSAGE TO STAKEHOLDERS



The automotive sector is undergoing a period of structural transformation. Technological changes, new mobility paradigms, and growing expectations regarding sustainability are redefining the competitive landscape and the responsibilities of industrial companies. In this context, evolving is not a choice — it is a necessary condition for continuing to generate value over time.

For Metelli S.p.A., **the ability to adapt and improve is part of the company's DNA**. For over sixty years, we have built our competitiveness on product quality, robust processes, and the continuous development of skills. This industrial approach has proven capable of withstanding market changes and translating into concrete, lasting results.

In recent years, we have expanded this vision to encompass sustainability. In a gradual and practical manner, we have embarked on a structured process to integrate environmental, social, and governance considerations into our decisions and processes—not merely as a means of meeting external requirements, but as a driver of competitiveness and accountability toward all our stakeholders.

THIS REPORT MARKS THE CONCLUSION OF AN INITIAL THREE-YEAR CYCLE: FROM ENGAGING WITH STAKEHOLDERS TO DEFINING MATERIAL ISSUES, FROM DEVELOPING AN ESG PLAN TO TAKING THE FIRST CONCRETE ACTIONS. IT SERVES AS THE FOUNDATION UPON WHICH TO CONTINUE BUILDING.

Throughout 2025, we continued to invest in energy efficiency, the development of solutions aimed at more sustainable mobility, the enhancement of our people and the strengthening of our governance structures. Every action was guided by an approach based on impact measurement and continuous improvement.

We are aware that sustainability has no definitive milestones. It requires method, consistency and a long-term vision. We look to the future with pragmatism, committed to progressively strengthening the integration of ESG considerations into our strategic and operational decisions, with the same determination that has guided us through every stage of our industrial history.

The title chosen for this edition — Designing Evolution — aptly expresses our perspective: change is not a constraint to be endured, but an opportunity to be shaped through expertise, responsibility and vision.

I would like to thank all the people who contribute to Metelli's journey every day: employees, customers, suppliers, partners and local communities. Their commitment is an integral part of who we are and of what we want to continue to build.

Sergio Metelli
CHAIRMAN OF THE BOARD OF DIRECTORS OF
METELLI S.P.A.

HOW TO READ THIS REPORT

The 2025 Sustainability Report details the process through which Metelli is progressively integrating environmental, social, and governance (ESG) themes into its business model, reporting on the year's objectives, actions, and results, in line with the process initiated in previous years.

The document is divided into four chapters, designed to guide the reader from an understanding of corporate identity to the tools used to measure ESG performance.

CHAPTER 1 – WHO WE ARE AND HOW WE CREATE VALUE

An overview of Metelli's identity: history, corporate structure, industrial presence, business model, and contribution to mobility through quality, innovation, and industrial development.

CHAPTER 2 – INTEGRATED STRATEGY AND SUSTAINABILITY

This chapter explores Metelli's ESG journey, the challenges that are transforming the automotive sector, and the strategic priorities that guide the ESG Plan, with a view toward progressively integrating sustainability into business decisions.

CHAPTER 3 – FROM STRATEGY TO ACTION

A report on the actions taken in 2025 in the areas of environmental, social, and governance (ESG), including objectives, achievements, and future commitments, in line with the company's ESG Plan.

CHAPTER 4 – PERFORMANCE AND METHODOLOGY

This section includes the methodological details and key quantitative indicators from the Report, including references to the GRI Standards, cross-reference with ESRS, and detailed information on the reported data.

THE NUMBERS THAT TELL THE STORY OF AN EVOLVING JOURNEY



INDUSTRIAL QUALITY THAT CREATES VALUE

Strengthen its industrial presence by investing in innovation, quality, and production capacity.

162 M €

Revenue*

14.6 M €

EBITDA*

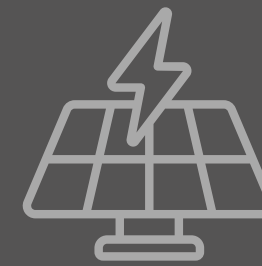
6.6 M €

Total investments

+90

Countries served

* Data for Metelli S.p.A.



REDUCE IMPACTS, IMPROVE PERFORMANCE

A path toward progressively greater energy efficiency and reduced environmental impacts

354 Employees

38% Women

9,297

Hours of in-house training

99%

Employees on permanent contracts

1,481,119 kWh

Energy generated by solar panels
(+74% compared to 2024)

83,498 tCO₂e

Scopes 1, 2, and 3 (market-based)

29 %

Energy from renewable sources



PEOPLE AT THE HEART OF EVOLUTION

Skills, job stability, and professional growth as drivers of industrial development.

01

WHO WE ARE AND HOW WE CREATE VALUE

For over sixty years, Metelli has been active in the automotive sector, developing components and solutions focused on quality, reliability, and innovation. In this chapter, we explore the company's identity, business model, operational presence, and ability to create value over time.

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A HISTORY OF GROWTH AND SPECIALIZATION

Founded in 1962 as a mechanical design shop, Metelli has gradually expanded its industrial scope, evolving into a manufacturer of components for the automotive aftermarket sector.

The expansion of product lines, the integration of new expertise, and a growth strategy supported by targeted acquisitions have helped consolidate the company's position over time in braking systems, transmissions, water pumps, and other strategic product families.

In recent years, the Group's growth has also expanded internationally, strengthening its production capacity and industrial presence.

NEW EXPERTISE, EXPANDED
PRODUCT LINES, AND
INDUSTRIAL INVESTMENTS HAVE
ACCOMPANIED THE COMPANY'S
EVOLUTION OVER TIME

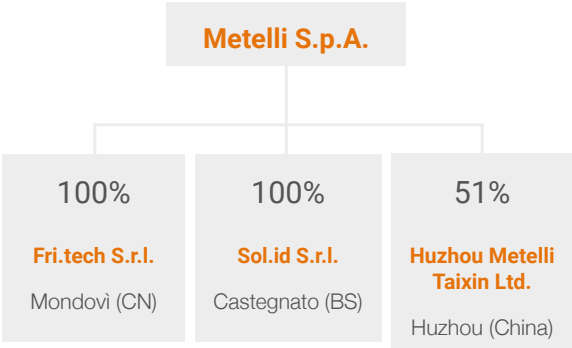
- 1962** Metelli was founded on August 1, 1962. In 1970, the company transitioned from a mechanical design shop to a manufacturer of engine parts. Beginning in 1975, its product line included components for hydraulic brakes and clutches.
- 1991** The year 1991 marked the creation of a production line for constant-velocity joints. Eight years later, the production line was expanded to include drive shafts.
- 1996** In 1996, Metelli merged with Cifam, the company established to manufacture hydraulic brake and clutch parts.
- 2001** In July 2001, Metelli acquired 100% of GRAF S.p.A., a well-known manufacturer of water pumps and brake rotors, along with the KWP brand.
- 2015** The most recent additions to the product line include the introduction of brake pads in 2008 and brake shoes in 2010, followed by the acquisition in 2015 of two major brake component manufacturers: Trusting and Fri.Tech.
- 2017** In 2017, Bugatti Autoricambi S.p.A. and Breda-Lorett—a company specializing in the production of engine transmissions—were fully acquired.
- 2020** In 2020, the company acquired 100% of the Sol.Id. aluminum die-casting foundry.
- 2022** In 2022, Metelli signed an agreement to acquire a majority stake in the Chinese company Huzhou Taixin, which was renamed Metelli-Taixin. The new production facility in Huzhou is dedicated to the manufacture of water pumps for both passenger cars and heavy-duty vehicles.
- 2023** Metelli is launching a structured program for the systematic measurement and monitoring of ESG factors, marking the beginning of a new era of transparency and accountability for the Group.

AN INTEGRATED INDUSTRIAL SYSTEM

Metelli is a family-owned business, wholly owned by the Metelli family. Dr. Sergio Metelli exercises strategic and operational control over the company, ensuring business continuity and a long-term vision.

The Group holds direct stakes in three companies: **Fri.tech S.r.l.** and **Sol.id S.r.l.**, both wholly owned subsidiaries based in Italy, and **Huzhou Metelli Taixin Ltd.**, a 51%-owned company based in China that manufactures water pumps for cars and heavy-duty vehicles.

The Group's manufacturing and operational activities are carried out across several specialized plants located in **Cologne (BS)**, **Castegnato (BS)**, **Mondovì (CN)**, and **Huzhou (China)**, within an integrated industrial model that allows the Group to leverage complementary expertise, cover various product families, and ensure quality, operational continuity, and the ability to respond to the needs of the automotive aftermarket.



GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

LONG-TERM CORPORATE
GOVERNANCE AND AN
INTEGRATED PRODUCTION
SYSTEM TO SUPPORT
INDUSTRIAL GROWTH



GROWTH THAT SUPPORTS DEVELOPMENT

The 2025 financial and economic data, taken from the Management Report accompanying the consolidated financial statements, provide a comprehensive overview of the Metelli Group's performance, including the parent company Metelli S.p.A. and its subsidiaries and affiliates. It is important to note that, while the financial data refer to the Group's consolidated scope, the information reported in this Sustainability Report pertains exclusively to Metelli S.p.A.

In 2025, the Group operated in a more challenging market environment than in the previous year, characterized by strong competitive pressure on sales prices and an increase in the costs of certain purchased materials and transportation. Consolidated revenue totaled approximately **179.7 million euros**, a slight increase from the 178.6 million euros reported in 2024,

while EBITDA decreased to **17.7 million euros**, compared to 20.6 million euros in the previous year. Net income also reflects this trend, coming in at **4.3 million euros** compared to 7.3 million in 2024.

Despite the slowdown in operating profitability, the Group's financial position continues to strengthen, with **growing shareholders' equity and a reduction in financial debt**. The Group has also reaffirmed its investment capacity, allocating **over 7 million euros to plant development, technological innovation, and logistics**, with a significant portion dedicated to the acquisition of a competitor's assets—demonstrating a strategic vision focused on consolidating its competitive position even during a more challenging market phase.

	31/12/2025	31/12/2024	Change
Sales revenue	179,745,031	178,649,059	1,095,972
In-house production	-1,834,070	152,824	-1,986,894
Other revenues and income (net of extraordinary items)	3,682,787	2,133,346	1,549,441
Operating production value (OPV)	181,593,748	180,935,229	658,519
External operating costs	129,361,204	127,932,888	1,428,316
Personnel costs	31,784,280	31,571,225	213,055
Various typical expenses	2,709,713	870,560	1,839,153
Operating production cost	163,855,197	160,374,673	3,480,524
Gross operating profit (GOP or EBITDA)	17,738,551	20,560,556	-2,822,005
Depreciation, impairment, and other accruals	10,053,908	10,749,175	-695,267
Net operating margin (MON or EBIT)	7,684,643	9,811,381	-2,126,738
Financial results	-1,099,981	-1,884,774	784,793
Current result	6,584,662	7,926,607	-1,341,945
Impairment losses on financial assets	-1,719,404	902,167	-2,621,571
Extraordinary items	-173,187	133,714	-306,901
Pre-tax income	4,692,071	8,962,488	-4,270,417
Income taxes	426,084	1,634,510	-1,208,426
Net income	4,265,987	7,327,978	-3,061,991

GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

EFFICIENCY AND SUSTAINABILITY: OUR CONTRIBUTION TO THE FUTURE OF MOBILITY

In an automotive sector undergoing profound technological, regulatory, and environmental changes, Metelli views innovation as a key driver for contributing to increasingly efficient, safe, and sustainable mobility.

The company develops components designed to ensure reliability, durability, and high performance over time, contributing to the proper functioning of vehicles and the gradual improvement of their operational efficiency. In particular, its focus on materials, manufacturing processes, and technological solutions enables it to keep pace with market developments while maintaining high standards of quality and safety.

In 2025, Metelli began production of an **electric pump for the aftermarket** — a component designed to meet the evolving needs of thermal management and cooling systems in modern vehicles.

The company actively participates in major industry conferences focused on thermal management and is currently awaiting the results of a call for proposals to develop additional R&D solutions in this area.

The product line has also been expanded with the introduction of the **timing chain kit** (part no. GTC), an essential component for synchronizing the crankshaft and camshaft, offered as a complete set — including the chain, tensioners, sprockets, sliders, seals, and accessories — for most engines currently in use.

Sustainability thus translates into a path of continuous improvement that spans products, processes, and expertise, supporting the evolution of mobility without losing touch with the technical and industrial heritage that has always defined Metelli.

GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

PRODUCT INNOVATION

Development of an electric pump for the aftermarket, to support the evolution of vehicle thermal management systems.

RESEARCH & DEVELOPMENT

Active participation in major industry conferences on thermal management and submission of proposals for new R&D projects in this field.

PRODUCT LINE EXPANSION

Introduction of the timing chain kit, a complete system for engine-valve synchronization, compatible with most engines currently on the market.

QUALITY AND SPECIALIZATION IN THE SERVICE OF MOBILITY

GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

ADVANCED TECHNOLOGIES

Automation, quality control, and component testing.

ONGOING RESEARCH

Investments in innovation to keep pace with market developments.

CERTIFIED QUALITY

Strict standards throughout all stages of production.

PRODUCTS AND SERVICES

Metelli S.p.A. offers a wide range of components intended primarily for the automotive industry, including:

BRAKE SYSTEM COMPONENTS

- Brake shoes
- Brake pads
- Brake discs
- Brake cylinders and brake pumps
- Brake force regulators

TRANSMISSION COMPONENTS

- Constant-velocity joints
- Axle shafts
- CV joint boot kit
- Wheel bearing kit

TIMING AND WATER PUMP COMPONENTS

- Primary and auxiliary water pumps
- Timing kit (with and without water pump)

ENGINE COMPONENTS

- Valve adjustment shims
- Valve guide plates

Our hydraulic components also include clutch and brake products, such as concentric clutch cylinders and clutch cylinders and pumps, which offer high performance and reliability.

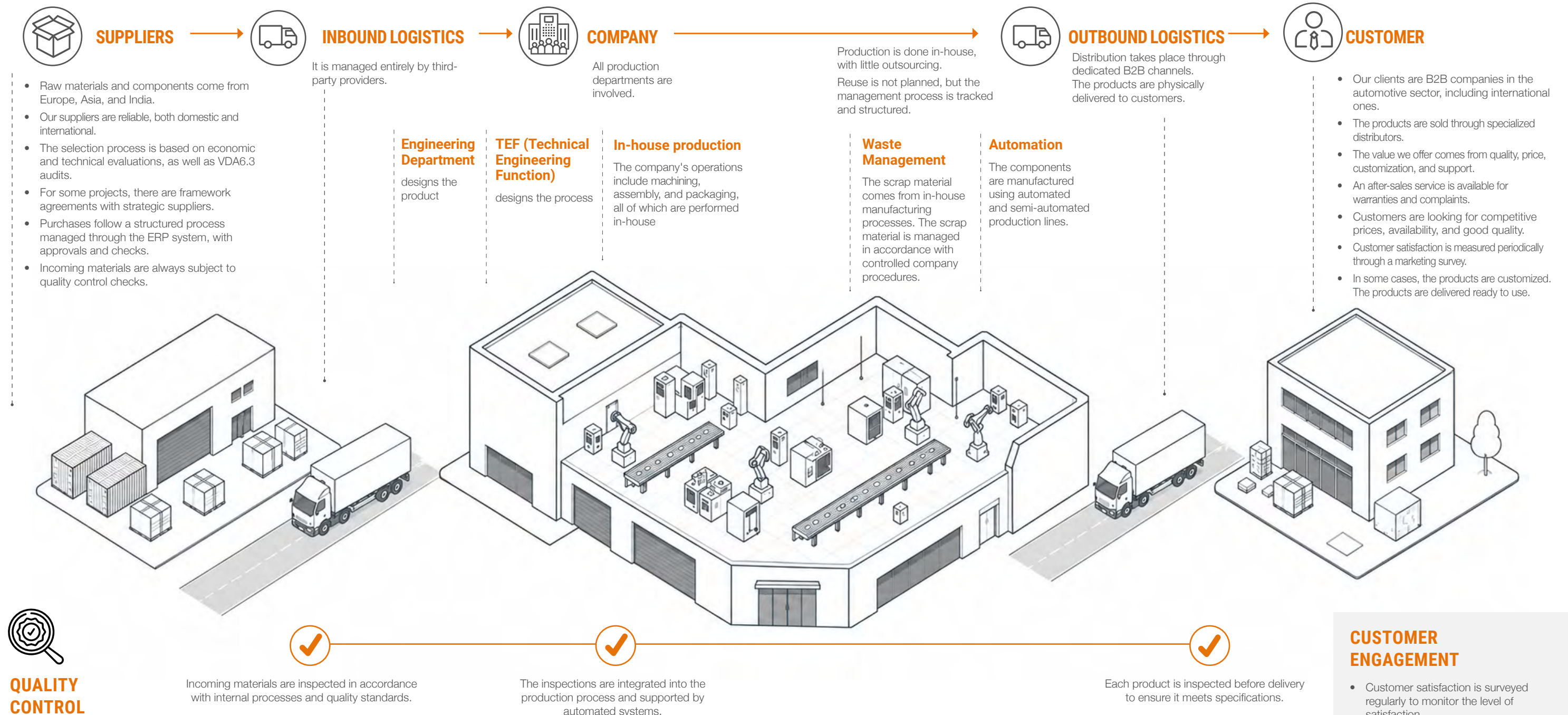
AN INTEGRATED SUPPLY CHAIN TO ENSURE QUALITY AND CONTINUITY

GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

Metelli's ability to create value stems from the integration of industrial expertise, supply chain relationships, technological innovation, and process quality. Through an integrated organizational model, the company oversees the various stages of the value chain—from supplier selection to product distribution—ensuring reliability, safety, and consistent performance.

FROM KNOW-HOW TO VALUE

Industrial quality, technical expertise, and long-term relationships drive Metelli's business model.



CUSTOMER ENGAGEMENT

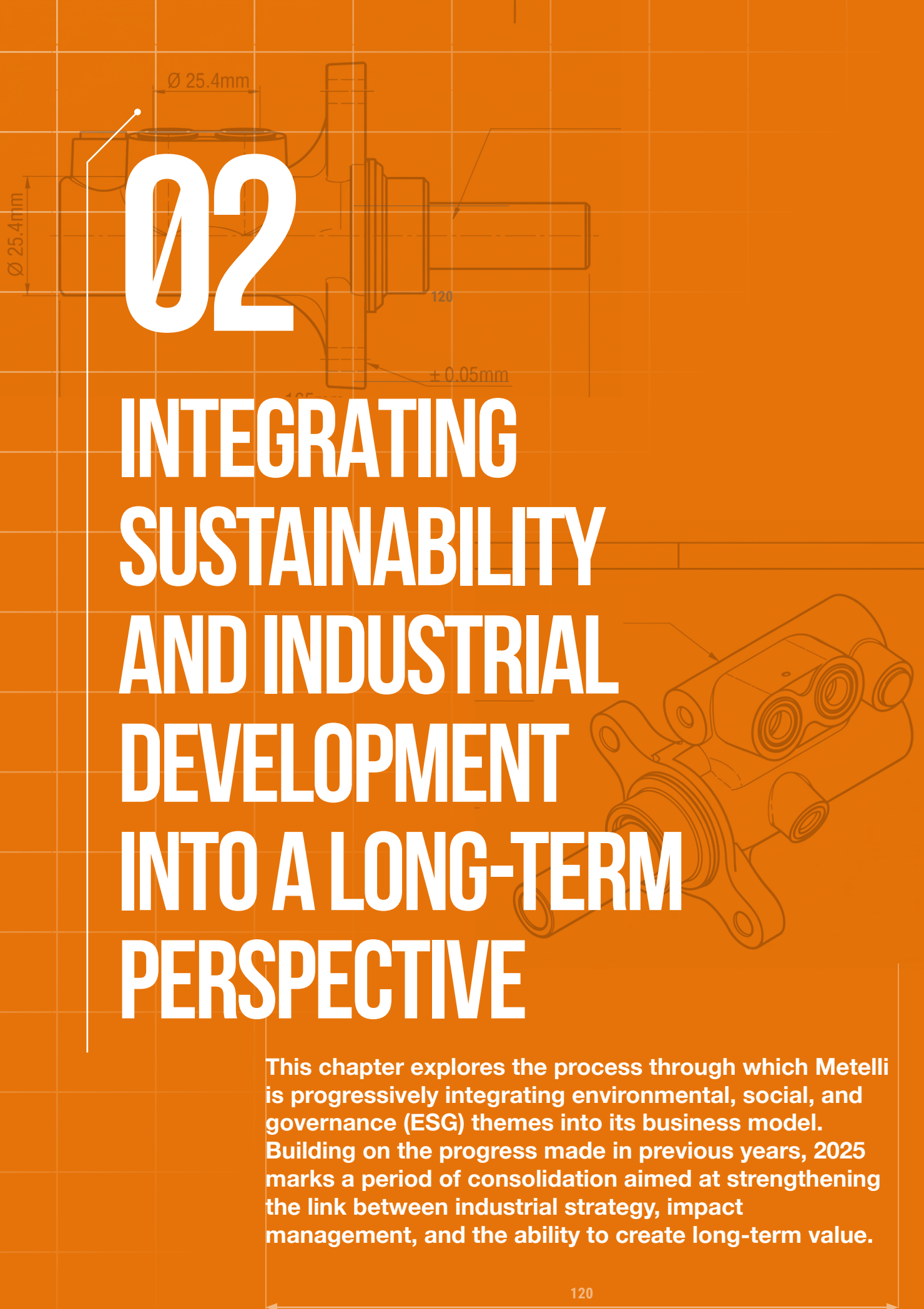
- Customer satisfaction is surveyed regularly to monitor the level of satisfaction.
- After-sales support and complaint handling ensure an ongoing and responsive relationship.
- Product customization meets specific needs and strengthens the bond with the customer.

EFFICIENT PRODUCTION

- The high level of automation and the use of Industry 4.0 technologies increase efficiency and traceability.
- The near-total in-house production process allows for direct control over timelines, costs, and quality.
- Structured waste management reduces waste and improves operational sustainability.
- Automated checks reduce errors and rework, contributing to overall efficiency.

PRODUCT INNOVATION

- The engineering department develops the product, and TEF develops the process, fostering continuous innovation
- For some customers, customization calls for tailored technical solutions.



02

INTEGRATING SUSTAINABILITY AND INDUSTRIAL DEVELOPMENT INTO A LONG-TERM PERSPECTIVE

This chapter explores the process through which Metelli is progressively integrating environmental, social, and governance (ESG) themes into its business model. Building on the progress made in previous years, 2025 marks a period of consolidation aimed at strengthening the link between industrial strategy, impact management, and the ability to create long-term value.

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SUSTAINABILITY STRATEGY AND INTEGRATION

Metelli views sustainability as a process of gradual evolution, closely linked to industrial quality, process innovation, and the ability to adapt to changes in the automotive industry.

Over the past few years, the company has embarked on a process of progressively structuring its ESG initiatives, strengthening its analytical tools, objectives, and monitoring methods, with the goal of increasingly integrating these aspects into corporate decision-making and future development plans.

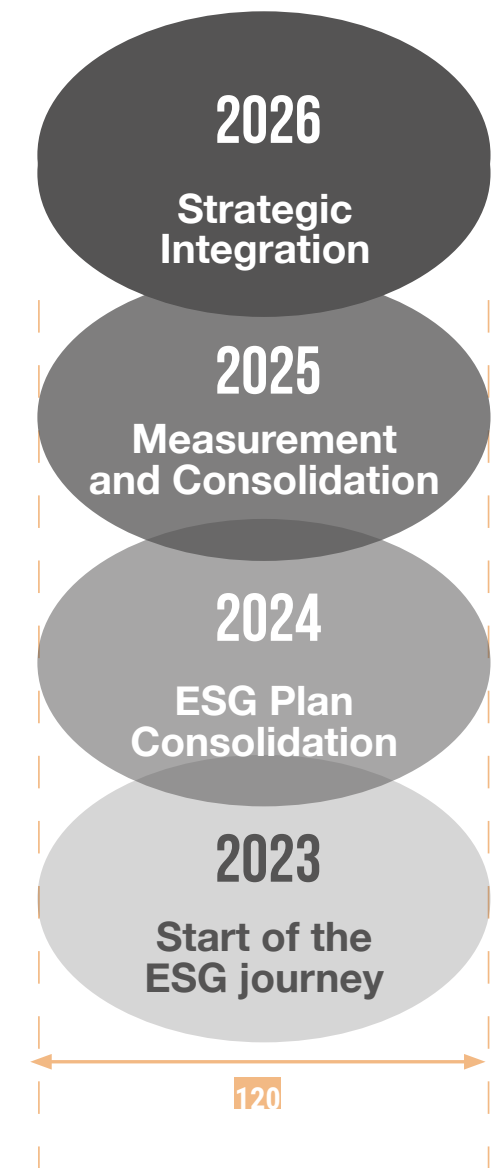
FROM THE FIRST ESG INITIATIVE TO A MORE STRUCTURED APPROACH

For Metelli, 2025 marks the conclusion of the first phase of its ESG journey, which began in previous years with the goal of raising awareness, strengthening measurement capabilities, and identifying key priorities for action.

From the initial analysis of key themes to the definition of objectives and initiatives in the environmental, social, and governance areas, the process developed has enabled the company to progressively consolidate its approach to sustainability, while maintaining a strong connection to its industrial strategy and business needs.

Looking ahead, Metelli intends to continue on this path by further strengthening the integration of ESG themes into decision-making processes, impact management, and long-term value creation strategies.

For more information on the methodology used to conduct the materiality analysis, please refer to Chapter 4



THE SUSTAINABILITY STRATEGY

Throughout 2025, Metelli S.p.A. confirmed the validity of the strategic approach defined following the double materiality analysis and the **2024–2026 three-year ESG Plan**, launched in 2023.

Changes in the regulatory, market, and competitive environment have not revealed any factors that would require a substantial revision of the identified priorities: the themes identified continue to represent the areas in which the company has the greatest impact and through which it can seize the most significant opportunities in terms of competitiveness, innovation, and operational efficiency.

The year **2026 will mark the natural conclusion of this first ESG planning cycle**. The Sustainability Report for fiscal year 2026 will provide a comprehensive assessment of the extent to which the defined objectives have been achieved, the actions

implemented, and the value generated for the organization and its stakeholders.

At the same time, during 2026, Metelli will launch a new **materiality analysis** process to update its understanding of the Impacts, Risks, and Opportunities (IRO) associated with its operations and value chain. The new ESG Plan will be built around a **structured system of quantitative targets and KPIs**, evolving from a model focused on implementing specific projects toward a performance monitoring framework integrated into decision-making processes.

Priority areas will include energy efficiency and emissions reduction, resource and waste management, workforce development, strengthening sustainability practices throughout the supply chain, and ESG governance measures.

ENVIRONMENTAL

THEME	OBJECTIVE	ACTIONS	2024	2025	2026
ENVIRONMENTAL FOOTPRINT SDGS 15 LIFE ON LAND	CONTINUOUS IMPROVEMENT IN WASTE MANAGEMENT	Evaluation of the waste traceability project	●	○	○
		Implementation of a waste traceability project	○	●	●
		Recovery of waste as secondary raw materials	●	●	○
	PHASED ELIMINATION OF HAZARDOUS/ HIGHLY HAZARDOUS SUBSTANCES	Update the complete inventory of chemicals currently used in all operations	●	○	○
		Collaborate with internal departments and suppliers to develop or identify less harmful substitutes for hazardous substances	●	●	●
		Update procurement, design, and process engineering policies to exclude hazardous substances and prioritize the purchase of safer materials	○	●	●
	REDUCTION OF ATMOSPHERIC EMISSIONS	Analysis of centralized air filtration systems	○	●	○
		Implementation of any potential improvements	○	○	●

GRI 3-2 List of material topics
ESRS 2 SBM-3
GRI 3-3 Management of material topics
ESRS 2 SBM-1

THEME	OBJECTIVE	ACTIONS	2024	2025	2026
COMBATING AND ADAPTING TO CLIMATE CHANGE SDGS 13 CLIMATE ACTION	ADAPTATION TO CLIMATE CHANGE	Conduct a climate change vulnerability assessment for each operational site, identifying specific climate risks and their potential impact on operations and logistics	○	●	○
		Development and implementation of business continuity plans that include climate-related risk scenarios	○	●	○
		Assessment of investments in infrastructure upgrades to improve resilience to extreme weather conditions (e.g., installation of improved drainage systems, structural reinforcement, and efficient cooling systems)	○	○	●
	CLIMATE CHANGE MITIGATION	Improving the energy efficiency of buildings and systems	●	○	○
		Investments in renewable energy facilities	●	○	○
		Modernizing the company's fleet with electric or hybrid vehicles and optimizing logistics to reduce inefficient travel	●	●	●
		Organizational carbon footprint calculation	○	●	
		Carbon footprint reduction plan	○	●	●
		Investment in carbon offset projects (reforestation or other decarbonization initiatives).	○	○	●
ENERGY SDGS 7 AFFORDABLE AND CLEAN ENERGY	REDUCING ELECTRICITY CONSUMPTION FOR COMPRESSED AIR PRODUCTION	Installation of inverters on the motors of air filtration systems, resulting in an annual reduction of 60 MW	○	●	○
		Installation of a PV System at Plant 1 with a Rated Power of 600 kWp, resulting in a 30% annual reduction in purchased energy consumption	●	○	○

GRI 3-2 List of material topics
ESRS 2 SBM-3
GRI 3-3 Management of material topics
ESRS 2 SBM-1

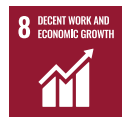
SOCIAL

THEME	OBJECTIVE	ACTIONS	2024	2025	2026
WORKERS' HEALTH AND SAFETY	DEVELOP AND PROMOTE AN EFFECTIVE HEALTH AND SAFETY MANAGEMENT SYSTEM TO THE FULLEST EXTENT POSSIBLE	Evaluation of investments in technologies that reduce physical risks	●	●	○
		Develop and implement an innovative health and safety training program that goes beyond mandatory requirements	●	●	●
		Safety Day evaluation	●	○	○
		Evaluate incentives for cycling to work	○	●	○
HUMAN CAPITAL DEVELOPMENT AND WELL-BEING	ENHANCING EMPLOYEE SKILLS AND TRAINING	Gradual development of career paths to enhance employees' skills and support their individual growth	●	●	●
		Implement the internal “suggestion box” project in conjunction with the ESG initiative and the continuous feedback system	○	●	●
PROMOTING DIVERSITY AND INCLUSION	PROMOTING DIVERSITY AND INCLUSION	Train managers on issues of diversity, equity, and inclusion, and organize workshops to raise awareness among all employees	○	●	●
		Implement recruitment policies that promote diversity. Assessment for gender equality certification	●	●	○
EMPOWERING EMPLOYEES THROUGH INITIATIVES FOCUSED ON WELL-BEING AND WORK-LIFE BALANCE	EMPOWERING EMPLOYEES THROUGH INITIATIVES FOCUSED ON WELL-BEING AND WORK-LIFE BALANCE	Strengthen services that support well-being and work-life balance initiatives, including through the integration of these services into the welfare system	●	●	●

SDGS



SDGS



GOVERNANCE

THEME	OBJECTIVE	ACTIONS	2024	2025	2026
INTEGRATION OF ESG FACTORS INTO CORPORATE GOVERNANCE	INTEGRATION OF ESG FACTORS INTO INCENTIVE AND COMPENSATION POLICIES	Definition of specific ESG objectives	○	●	○
		Create and implement incentive policies that link a portion of management's variable compensation to established ESG goals.	○	●	●
		Organize training sessions for management and the Board of Directors on the benefits and importance of ESG factors, ensuring that they understand how these factors influence corporate performance and compensation	○	●	○
		Implement continuous monitoring systems to assess progress toward achieving ESG goals. This includes establishing a dedicated committee or assigning specific responsibilities to board members to oversee progress	○	○	●
BUSINESS ETHICS	IMPROVING ESG RISK OVERSIGHT AND MANAGEMENT	Create a specific framework to identify, assess, and manage ESG risks. This includes defining the processes and procedures for managing sustainability-related risks	●	○	○
		Appoint an ESG officer to oversee and manage risks and opportunities	○	●	○
		Incorporate the assessment and management of ESG risks into periodic reports to the board of directors, ensuring that these aspects are taken into account in strategic and operational decisions.	○	●	○
ALIGN CORPORATE VALUES, MISSION, AND PURPOSE WITH ESG FACTORS	ALIGN CORPORATE VALUES, MISSION, AND PURPOSE WITH ESG FACTORS	Identify and evaluate appropriate governance tools	○	●	○

SDGS



SDGS



03

FROM STRATEGY TO ACTION

This chapter describes how Metelli is gradually translating its sustainability strategy into concrete actions, results, and tools for improvement in the environmental, social, and governance areas.

Based on the priorities identified in the ESG Plan, this section presents the key initiatives developed throughout 2025, the results achieved, and ongoing developments, with a view toward progressively integrating sustainability, industrial activities, and the ability to create long-term value.

ENVIRONMENT: EFFICIENCY, RESOURCES, AND THE ENERGY TRANSITION

Metelli S.p.A. promotes the responsible management of natural resources by integrating environmental criteria into its production and organizational processes. The company's environmental initiatives focus on energy efficiency, the use of renewable energy sources, emissions monitoring, responsible water and waste management, and product innovation aimed at reducing environmental impacts.

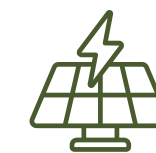
In 2025, Metelli S.p.A. continued its efforts to improve energy efficiency and gradually integrate renewable energy sources — a process begun in previous years — by consolidating the investments already made and expanding its self-generation capacity.

The year 2024 marked a significant milestone: the commissioning of the photovoltaic system at Plant 1 — in addition to the one already in operation at Plant 2 — and the use of renewable energy purchased through Guarantees of Origin helped diversify the company's energy mix, reducing the share of fossil fuels in total energy consumption.

In 2025, this initiative expanded further in the area of self-generation with the installation of a new **550 kWp** photovoltaic system (Plant 4), resulting in a **74%** increase in self-generated energy compared to the previous year.

The overall figures for 2025 show total energy consumption of **13,829 MWh** (+1% compared to 2024), with a concurrent decrease of **-6.84%** in electricity purchased from the grid. The share of energy from renewable sources — derived from in-house photovoltaic generation (1,482 MWh) and purchases through Guarantees of Origin (2,845 MWh) — stands at **29%** of total consumption. The growth of in-house generation represents the top strategic priority through which Metelli intends to strengthen its energy independence in the long term.

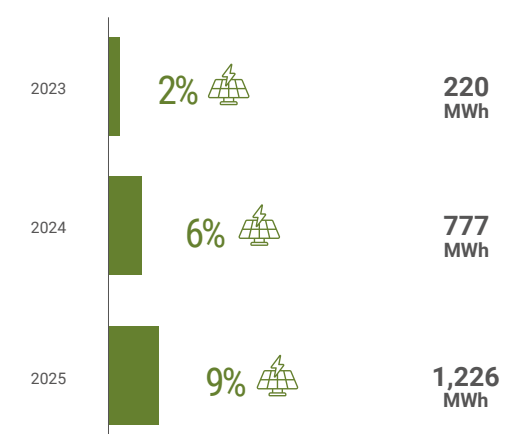
These investments are not isolated initiatives, but rather the implementation of a strategy aimed at **the gradual decarbonization** of production processes, which the company intends to continue consistently in the next ESG planning cycle.



1,481 MWh

Self-generated energy from solar power
(+74% compared to 2024)

TRENDS IN SELF-GENERATED AND SELF-CONSUMED ENERGY (AS A PERCENTAGE OF THE TOTAL)



GRI 3-2 List of material topics
GRI 3-3 Management of material topics

ESRS 2 SBM-1
ESRS 2 SBM-3

GOALS, RESULTS, AND COMMITMENTS: ENVIRONMENT

THEME

ENVIRONMENTAL FOOTPRINT: WASTE MANAGEMENT AND RECYCLING



PLANNED ACTION FOR 2025:

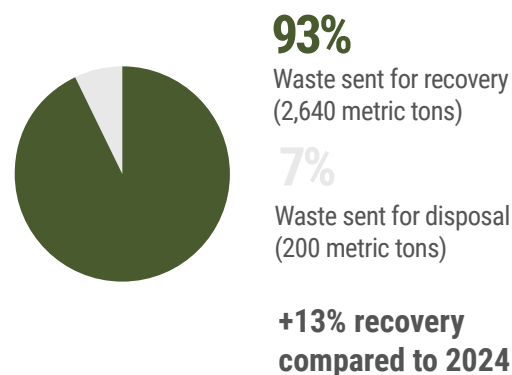
- Strengthening the waste flow tracking system; identifying solutions and partners for the recovery of waste as a secondary raw material.

Metelli S.p.A. is aligning its waste management practices with a model that is increasingly consistent with the principles of the circular economy, prioritizing recovery over disposal and monitoring the main categories of materials leaving its facilities. The company categorizes the waste streams it generates by type—hazardous and non-hazardous—and by final destination, in line with an approach focused on traceability and the progressive recovery of resources.

2025 RESULTS:

During 2025, Metelli S.p.A. conducted an assessment of how it managed its waste streams, analyzing the feasibility of consolidating the service through a single specialized operator. The outcome of this analysis led the company to adopt a solution offering greater operational flexibility: strengthening its partnership with a trusted intermediary, with whom it collaborates on a case-by-case basis to determine the most efficient solution in terms of traceability, disposal, and material recovery.

The 2025 data confirm the soundness of the path taken: total waste generation stands at **2,840 metric tons** (+12.5% compared to 2024, in line with trends in production activity), while the share sent for **recovery reaches 93%** of the total, equal to **2,640 metric tons** (+13% compared to the previous year).



At the same time, a systematic analysis of waste streams has made it possible to identify a waste code with characteristics compatible with the needs of the recycling market, paving the way for its reclassification as **a secondary raw material**. The operational launch of this initiative, scheduled to begin in 2026, has already yielded concrete results: in the first few months of the year, the revalued material generated approximately **80,000 euros**, confirming the economic and environmental potential of this approach.

COMMITMENT 2026

Strengthen the waste stream tracking system, begin the operational management of the identified secondary raw materials, and continue analyzing additional waste codes that can be recycled, thereby progressively strengthening the contribution of waste management to the company's circular economy model.



GRI 3-2 List of material topics
ESRS 2 SBM-3

GRI 3-3 Management of material topics
ESRS 2 SBM-1



THEME:

ENVIRONMENTAL FOOTPRINT: HAZARDOUS SUBSTANCES



2025 RESULTS:

Throughout 2025, the hazardous substance management practices adopted by Metelli S.p.A. remained essentially unchanged from the previous year. The company maintained its existing controls over material selection and production process management, with no significant changes in the types of substances used or the introduction of alternative substitutes.

The main development expected in the coming period involves the introduction, in 2026, of a structured **vendor rating** system that will incorporate ESG criteria into supplier evaluations. This tool will represent a first step toward greater formalization of environmental requirements throughout the supply chain, with potential implications for the gradual reduction of the most critical substances in purchased materials.

2026 COMMITMENT:

Launch the Vendor Rating system, incorporating ESG criteria into supplier evaluations, and continue collaborating with internal departments to identify concrete opportunities to replace hazardous substances in production processes.

PLANNED ACTION FOR 2025:

- Updating procurement, design, and process engineering development policies to exclude hazardous substances.

Metelli S.p.A. takes an approach aimed at the gradual reduction of the most critical substances, focusing on both material selection and the design of production processes. The goal is to limit the use of hazardous or highly hazardous substances, favoring, wherever possible, safer alternatives and materials with a lower environmental impact.

In 2025, this process continued through the updating of procurement, design, and process engineering development policies, with the goal of incorporating more stringent criteria into the selection of materials and the definition of production solutions.

THEME

CLIMATE CHANGE:
MITIGATION AND
ADAPTATION

PLANNED ACTIONS FOR 2025:

- **Data collection for the organizational carbon footprint. Launch of the process to assess physical climate risks and business continuity**

Progress Report on Data Collection for the Organizational Carbon Footprint

In 2025, Metelli S.p.A. completed its first GHG inventory structured in accordance with the UNI EN ISO 14064-1:2019 standard, with the goal of obtaining a clear, comprehensive, and verifiable overview of its emissions profile. The work was conducted with the support of a specialized third-party consulting firm — Studio Ares — to ensure methodological independence and full compliance with the principles of relevance, completeness, consistency, accuracy, and transparency required by the standard.

The data collection process directly involved key department heads: the ESG-HSE team for direct emissions and energy consumption; the Purchasing department for outsourced goods and services; the HR department for business travel and commuting; the Logistics Manager for distribution flows; and the Technical Manager for data related to materials and components. This cross-functional approach made it possible to establish a solid methodological foundation, which is necessary for setting a path of continuous improvement and for progressively integrating emissions management into the company's decision-making processes.

1) Scope considered in the calculation: locations, activities, and emission sources included

The scope of the inventory was defined according to the operational control approach and pertains exclusively to the legal entity Metelli S.p.A., including all operational sites located in Lombardy: the production plant on Via Bonotto in Cologne, the site on Via Caduti sul Lavoro (production and testing area), the logistics warehouse on Via Brescia, and the facility on Via Iseo in Castegnato (logistics and testing area). With regard to direct and indirect energy-related emissions

(Scope 1 and Scope 2), coverage is comprehensive. For Scope 3, a materiality analysis was conducted on 22 categories defined by the ISO/TR 14069 standard, evaluating each source based on its emission volume, Metelli's ability to influence it, the associated environmental and reputational risks, and its relevance to key stakeholders. Based on the results of this assessment, eight relevant categories were included in the inventory: energy not included in Scope 1 and 2, purchased goods and services, waste generated, upstream and downstream transportation and distribution, business travel, employee commuting, and transportation of customers and visitors.

RESULTS:

Scope 1, Scope 2, and Scope 3

The results of the inventory provide a comprehensive overview of Metelli S.p.A.'s emissions profile, clearly highlighting the relative contribution of the various sources and the extent to which the organization can directly control them.

Direct emissions (Category 1 ISO 14064-1 / Scope 1) total **859.87 tCO₂e**, equal to 1.04% of total emissions under the location-based approach. They are broken down into stationary combustion at production facilities, mobile combustion from the company fleet, and fugitive emissions. Although they represent a limited share in absolute terms, these are the emissions over which Metelli exercises the most direct control and therefore constitute a priority area for future reduction strategies.

Indirect emissions from imported energy (Category 2 / Scope 2) total **2,080.77 tCO₂e** according to the Location-Based approach and **2,995.56 tCO₂e** according to the Market-Based approach. The difference between the two values — more than 900 tCO₂e — reflects the impact of energy procurement choices on the emissions profile: strategic information that Metelli can leverage in its future decisions regarding the energy mix and the use of renewable sources.

Indirect emissions along the value chain (Categories 3 and 4 / Scope 3) account for the overwhelming majority of the inventory. Transportation emissions (Category 3) total **6,729.66 tCO₂e** (8.15% of the total), while indirect emissions related to the products and services used by the organization (Category 4) amount to **72,912.98 tCO₂e**, equal to **88.29% of the company's total emissions**. This figure reflects the industrial nature of Metelli's operations and the predominant role of the supply chain compared to

directly controlled emissions, confirming Category 4 as the organization's primary emissions hotspot.

Strategic Interpretation of the Results

This first structured GHG inventory provides Metelli S.p.A. with a solid knowledge base on which to build future decarbonization strategies. The results clearly point to two complementary areas of focus: on the one hand, optimizing directly controllable emissions (Scope 1 and 2) through energy efficiency measures and the gradual replacement of fossil fuels; on the other hand, launching a structured engagement process with the supply chain, which is necessary to address the overwhelming burden of Category 4 emissions. The year 2025 marks the first year of structured reporting on the organization's carbon footprint: a starting point, not an endpoint.

Physical Climate Risks and Adaptation Prospects

The availability of a structured GHG inventory serves as the natural starting point for extending the analysis to the physical impacts of climate change on business operations. In 2025, Metelli S.p.A. laid the methodological groundwork necessary to launch this assessment, which involves analyzing the exposure of its operational sites to phenomena such as extreme weather events, water stress, and heat waves, in line with the evolving requirements of the ISO 14001 standard. The operational launch of the climate vulnerability assessment and the development of the related business continuity plans are scheduled for 2026 and will be reported on in the next Sustainability Report.

COMMITMENTS FOR 2026

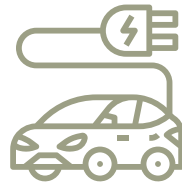
Develop and implement business continuity plans that include climate risk scenarios.

Table 3-1: Inventory of greenhouse gas emissions (GWP100, fossil) for Metelli S.p.A., calculated using the Location-Based and Market-Based approaches and broken down according to the ISO 14064 classification — year 2025.

ISO 14064-1	LOCATION-BASED		MARKET-BASED	
	tCO ₂ e	%	tCO ₂ e	%
Category 1 - Direct GHG emissions and removals	859.87	1.04%	859.87	1.03%
Category 2 - Indirect emissions from imported energy	2,080.77	2.52%	2,995.56	3.59%
Category 3 - Indirect emissions from transportation	6,729.66	8.15%	6,729.66	8.06%
Category 4 - Indirect emissions from products used by the organization	72,912.98	88.29%	72,912.98	87.32%
TOTAL	82,583.28	100%	83,498.07	100.00%

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-1
ESRS 2 SBM-3

THEME

CLIMATE CHANGE:
COMPANY FLEET

PLANNED ACTION FOR 2025:

• **Purchase of a second electric vehicle.**

As part of its efforts to mitigate climate impacts, Metelli S.p.A. also views the gradual modernization of its company fleet as a useful tool for reducing emissions associated with travel and operational activities. Following the introduction of its first electric vehicle in 2024, the company had planned to take a further step toward modernizing its fleet in 2025 by purchasing a second electric vehicle.

This initiative is part of a broader approach aimed at reducing inefficient travel, improving logistics management, and gradually adopting mobility solutions with a lower environmental impact.

2025 RESULTS:

Throughout 2025, the planned purchase of the second electric vehicle has not yet been finalized. However, the company has carried out a significant infrastructure project, expanding the charging network for company electric vehicles: there are now a total of 6 **charging** stations, 4 of which are located **at Plant 1 and 2 at Plant 2**. This investment strengthens the operational capacity needed to support the gradual electrification of the fleet and lays the groundwork for the expansion of the low-emission vehicle fleet in the coming years.

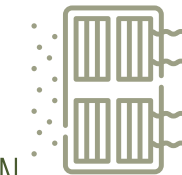
COMMITMENT 2026

Complete the purchase of the second electric vehicle and evaluate additional measures to modernize the fleet, taking advantage of the existing charging infrastructure, with the goal of gradually reducing mobile combustion emissions associated with company travel.



GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-1
ESRS 2 SBM-3

THEME

ENERGY:
COMPRESSED
AIR / AIR FILTRATION

PLANNED ACTION FOR 2025:

• **Installation of inverters on the motors of the air filtration systems, with an estimated annual reduction of 60 MWh.**

Metelli S.p.A. continues its efforts to improve energy efficiency by also making improvements to the systems that support its production processes. Among these, air filtration systems play a significant role both in ensuring environmental compliance and maintaining air quality in the workplace, and in optimizing the electricity consumption associated with the operation of these systems.

In 2025, the company planned to install inverters on the motors of its air filtration systems, with the goal of more efficiently regulating the systems' operation and reducing energy consumption. According to initial estimates, this initiative is expected to result in an annual reduction of approximately 60 MWh.

2025 RESULTS:

As of 2025, the project had not been implemented, and, as things stand, the installation of inverters on the motors of the air filtration systems has not been included among the planned short-term investments.

PEOPLE — SAFETY, SKILLS, AND WELL-BEING

Metelli S.p.A. recognizes its employees as a key resource for the company's continuity and growth. Health and safety, skills development, the promotion of diversity, and organizational well-being are priority areas of the company's ESG strategy.

In 2025, our social commitment continued through initiatives aimed at strengthening the culture of safety, supporting employee professional growth, fostering internal engagement, and improving work-life balance. The initiatives outlined in the ESG Plan enabled us to measure the progress of our people-focused policies more accurately and to define new commitments for 2026.



354
Employees

218 Men

136 Women

99%
of employees have permanent contracts

90%
Full-time positions

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-1
ESRS 2 SBM-3

GOALS, RESULTS, AND COMMITMENTS: SOCIAL

THEME:

WORKER HEALTH AND SAFETY: TECHNOLOGIES TO REDUCE PHYSICAL RISKS



Metelli S.p.A. considers occupational health and safety a top priority and an ongoing objective, to be pursued through compliance with applicable regulations and the continuous improvement of operating conditions. The focus on risk prevention applies to both individual behavior and changes in the work environment, equipment, and workstations.

PLANNED ACTION FOR 2025:

- **Assessment of investments in technologies and organizational solutions capable of reducing physical risks, with a particular focus on ergonomics, workstation safety, and the improvement of operating conditions in production departments.**

2025 RESULTS:

In 2025, the process of technically upgrading the older production assets continued at Plants 1 and 2, with the aim of enhancing their safety and identifying risks that are not immediately apparent. **A new inventory of machinery** was conducted, **mapping approximately 1,700 assets, including equipment, individual machines, and workstations**; based on this inventory, a specific risk assessment was performed for each asset, resulting in a schedule of mitigation measures, which were carried out in accordance with the defined timeline.

In addition, the TEF (Technical Engineering Function) was **established to coordinate the design and construction of new facilities and production assets**, combining production efficiency with continuous improvement in health and safety conditions.

The HSE audits conducted by a third-party organization in 2025 resulted in the renewal of the ISO 14001 and ISO 45001 certifications, with no major or minor nonconformities.

2026 COMMITMENT:

Not included in the 2024–2026 ESG Plan for this specific action.



THEME:

WORKER HEALTH AND SAFETY: HEALTH AND SAFETY TRAINING



Training is one of the main tools Metelli S.p.A. uses to promote a widespread culture of safety. In addition to meeting mandatory requirements, the company aims to raise employees’ awareness of workplace hazards and the behaviors needed to prevent them.

PLANNED ACTION FOR 2025:

- Develop and implement an innovative health and safety training program that goes beyond mandatory requirements, including through awareness-raising initiatives that are more closely aligned with day-to-day operations and the needs of the departments.

2025 RESULTS:

In 2025, Metelli S.p.A. launched a multi-tiered health and safety training program that went beyond mere regulatory compliance and introduced initiatives designed to reach employees at various stages of their careers and in their day-to-day work environments. The total number of training hours provided in 2025 amounted to **1,765 hours**.

Safety-Focused Onboarding

Starting in 2025, every new employee receives specialized training on their first day of employment that covers emergency procedures, the composition and operations of emergency response and first-aid teams, and an overview of the company’s environmental management and health

and safety objectives. This approach ensures that, from the moment they join the company, new employees are made aware of the values and responsibilities that Metelli places at the heart of its HSE culture.

Shop-floor Training Sessions

Short, targeted training sessions have been launched directly on the production floors, focusing on the specific risks of each work area and on the personnel involved in safety management. This format — which closely mirrors day-to-day operations — was chosen to promote more effective communication and more direct employee engagement compared to traditional classroom courses.

Strengthening the Role of Supervisors

Metelli S.p.A. considers the role of the Supervisor to be crucial in managing and improving HSE performance. In 2025, meetings were held specifically for this role, with the goal of strengthening the Supervisor’s skills and operational awareness, thereby reinforcing safety oversight at the department level.

HSE Governance and Monitoring.

The health and safety management system is supported by a multi-level structure of regular meetings: weekly meetings among senior HSE officials, biweekly meetings with plant managers to monitor improvement activities, and monthly sessions with senior management to report on results achieved and ongoing objectives. This schedule ensures continuity in addressing HSE issues and the integration of safety into the company’s decision-making processes.

2026 COMMITMENT:

Continue and strengthen the health and safety training and awareness program by expanding the scope of departmental training sessions, reinforcing the program for supervisors, and maintaining the HSE governance structure as a tool for the continuous improvement of company performance.

THEME:

HUMAN CAPITAL DEVELOPMENT AND WELL-BEING: SKILLS AND TRAINING



Skills development is a key element in supporting employees’ growth and keeping pace with the company’s evolution. Metelli S.p.A. invests in technical, behavioral, and soft skills training, with the goal of strengthening internal capabilities and fostering growth paths aligned with the organization’s needs.

PLANNED ACTION FOR 2025:

- Gradual development of career paths to enhance employees' skills in support of their individual growth

2025 RESULTS:

9.297
Total training hours in 2025

26,3
Average Hours per Employee
Main training areas: Health and Safety, Cybersecurity, Quality and Procedures

2026 COMMITMENT:

Continue to develop career paths and skills-building programs to support individual and organizational growth.

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-1
ESRS 2 SBM-3





THEME:

HUMAN CAPITAL DEVELOPMENT AND WELL-BEING: ESG IDEA BOX



Employee engagement is a key factor in bringing the ESG journey closer to the organization's day-to-day operations. The ability to gather ideas, suggestions, and feedback from employees makes it possible to leverage internal contributions and identify opportunities for improvement related to processes, the workplace, and sustainability.

PLANNED ACTION FOR 2025:

- **Implement the internal “Suggestion Box” project in conjunction with the ESG initiative and the continuous feedback system.**

2025 RESULTS:

The initiative to engage and listen to employees through the Suggestion Box celebrated its 10th anniversary in 2025, and the number of ideas collected was similar to that of previous years.

After the Committee reviewed the approximately 25 proposals, three were selected; as is customary at the end of each year, these are honored during a celebratory event.

The suggestions cover a range of topics, including **productivity, efficiency, work environment, and sustainability.**

The results are posted on the bulletin boards dedicated to the initiative and shared on the company's social media accounts.

Since 2024, this event has also served as an opportunity to recognize the children of employees who have distinguished themselves through academic achievement by awarding them scholarships.

2026 COMMITMENT:

Not included in the 2024–2026 ESG Plan for this specific action

THEME:

HUMAN CAPITAL DEVELOPMENT AND WELL-BEING: WELFARE AND WORK-LIFE BALANCE



Metelli S.p.A. promotes initiatives focused on employee well-being and work-life balance. The employee benefits platform, flexible work hours, remote work options for eligible roles, and company social events help strengthen a sense of belonging and improve the quality of the work experience.

PLANNED ACTION FOR 2025:

- **Strengthen services that support well-being and work-life balance initiatives, including by integrating these services into the welfare system.**

2025 RESULTS:

In 2025, the company continued to invest in the development and well-being of its workforce, promoting initiatives aimed at empowering employees and improving the quality of their work life.

Among the tools available to support employees, the **Edenred welfare platform** has remained active, providing access to a wide range of goods and services focused on health, education, leisure, travel, transportation, and support for personal and family needs, thereby helping to enhance employees' individual well-being and purchasing power.

The company has also **strengthened its work-life balance policies** by adopting flexible work arrangements and remote work, thereby promoting a better balance between professional and personal life.

To foster internal cohesion and a sense of belonging, the company summer party was once again organized in 2025; it served as an informal gathering to encourage socializing, dialogue among colleagues, and the strengthening of professional relationships.

Finally, the company participated in the Brescia Art Marathon, an event combining sport, charity, and team spirit.

2026 COMMITMENT:

Continue to strengthen wellness support services and work-life balance initiatives, including by integrating these services into the company's employee benefits program.



GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-1
ESRS 2 SBM-3

GOVERNANCE, QUALITY, AND ESG OVERSIGHT

For Metelli S.p.A., sustainability also involves a system of governance, accountability, procedures, and control mechanisms designed to ensure integrity, process quality, regulatory compliance, and responsible risk management.

Over time, the company has established a governance structure based on clearly defined roles and responsibilities, supported by certified systems, control mechanisms, and tools designed to integrate ESG themes into decision-making processes. This process includes the strengthening of ESG governance, the role of the ESG Committee, the function of the ESG Manager, the due

diligence system, and the set of certifications that support product quality, safety, environmental performance, and reliability.

In 2025, the process continued through the updating and consolidation of existing frameworks, with the goal of strengthening the monitoring of ESG objectives, risk management, and dialogue with the value chain.

COMPOSITION OF THE GOVERNANCE BODIES IN 2025

In 2025, Metelli S.p.A.'s governance structure remained unchanged from the previous fiscal year, with no modifications to the organizational chart and no introduction of new formal ESG responsibilities or delegated authority.

The **Board of Directors** consists of six members: Sergio Metelli, Alberto Metelli, Piergiorgio Metelli, Roberto Cipollone, Fabrizio Sanna, and Bruno Furio Vallillo. The **Executive Committee** consists of Sergio Metelli, Piergiorgio Metelli, and Fabrizio Sanna. The role of **General Manager** remains unchanged. The **Board of Statutory Auditors**, composed of Dino Terbaldi, Sergio Locatelli, and Fabio Fadda, is responsible for oversight, while the **statutory audit** is conducted by **EY S.p.A.**

The stability of the governance structure reflects the strength of the organizational model adopted and ensures continuity in the management of routine and non-routine activities, in ensuring regulatory compliance, and in the gradual integration of ESG themes into decision-making processes.



Corporate Body	Composition
Board of Directors	Sergio Metelli · Alberto Metelli · Piergiorgio Metelli · Roberto Cipollone · Fabrizio Sanna · Bruno Furio Vallillo
Executive Committee	Sergio Metelli · Piergiorgio Metelli · Fabrizio Sanna
Board of Statutory Auditors	Dino Terbaldi · Sergio Locatelli · Fabio Fadda
Statutory Auditor	EY S.p.A.

ESG GOVERNANCE AND SUSTAINABILITY OVERSIGHT

For Metelli S.p.A., ESG governance serves as a tool for progressively integrating sustainability principles into its day-to-day operations, decision-making processes, and the management of risks and opportunities. The goal is to strengthen the company's ability to address environmental, social, and governance challenges while ensuring consistency between its strategy, organizational behavior, and results.

To support this initiative, Metelli has established an ESG Committee tasked with defining policies and strategies, monitoring progress toward objectives, ensuring compliance with regulatory requirements and reporting standards, and contributing to the management of impacts, risks, and opportunities related to ESG themes.

In 2025, the ESG Committee served as the liaison between the various company functions involved in the sustainability initiative, facilitating the monitoring of the ESG Plan and the integration of environmental, social, and governance priorities into operational management.

ESG FOCUS AREAS

- ESG Plan Monitoring
- Impact, Risk, and Opportunity Management
- Cross-functional coordination
- Sustainability reporting
- Dialogue with internal and external stakeholders
- Integrating ESG into business processes

GRI 2-9 Governance structure and composition
GRI 2-11 Chair of the highest governance body
GRI 2-12 Role of the highest governance body in overseeing the management of impacts
GRI 2-13 Delegation of responsibility for managing impacts
ESRS 2 GOV-1; ESRS 2 GOV-2

DUE DILIGENCE AND THE VALUE CHAIN

Metelli S.p.A. has launched an initiative to establish an ESG due diligence framework across the value chain, defined as a process aimed at identifying, preventing, mitigating, and reporting on actual or potential negative impacts related to the company's operations and business relationships.

The system calls for the gradual mapping of the value chain and the strengthening of tools for evaluating business partners, with a particular focus on environmental, social, and governan-

ce practices. Engaging suppliers is a key step toward sharing ESG expectations, evaluating performance, and promoting greater awareness throughout the supply chain.

By 2025, the roadmap must be updated to reflect the actual progress made, indicating whether digital tools, assessments, questionnaires, audits, or training initiatives dedicated to the supply chain have been implemented

CERTIFICATIONS AND AWARDS

For Metelli S.p.A., certifications are a fundamental safeguard that supports product quality, safety, environmental management, and reliability. The certified system helps strengthen process compliance, the traceability of activities, and the trust of stakeholders — particularly customers, industrial partners, and the market.

In 2025, the list of certifications and accreditations must be updated, taking into account renewals, any new certifications, certifications that are no longer applicable, and accreditations related to products or management systems.



IATF 16949/2016 CERTIFICATION: ENGINE AND TRANSMISSION PARTS	UNI EN ISO 14001:2015 CERTIFICATION	BER STATEMENT	METELLI WVA LICENSE	EAC - COOLING PARTS	IATF 16949/2016 CERTIFIED: WATER PUMPS, ENGINE PARTS, BRAKE PARTS, AND CLUTCH PARTS
HPC ISO 9001 (RUSSIA)	EAC WHEEL BEARING KIT	EAC - BRAKE PADS AND SENSORS	CCC-CERTIFIED M3, N2, N3, O3, O4 BRAKE PADS	CCC-CERTIFIED BRAKE SHOES: M1, M2, N1, O1, O2	METELLI COP CERTIFICATE 2024-2025*
AMECA CERTIFICATE	UNI ISO 45001:2018 CERTIFICATION	CCC-CERTIFIED BRAKE PADS FOR M1, M2, N1, O1, AND O2	EAC - ALL PRODUCT LINES	CERT. ISO 9001:2015	TECDOC CERTIFIED DATA SUPPLIER FOR THE TECDOC CATALOG

GRI 2-9 Governance structure and composition
GRI 2-11 Chair of the highest governance body
GRI 2-12 Role of the highest governance body in overseeing the management of impacts
GRI 2-13 Delegation of responsibility for managing impacts
ESRS 2 GOV-1; ESRS 2 GOV-2

GOALS, RESULTS, AND COMMITMENTS:
GOVERNANCE

THEME:

ESG INTEGRATION
INTO GOVERNANCE:
OVERSIGHT AND
INTEGRATION



PLANNED ACTION FOR 2025:

Incentive policies linked to ESG objectives; training for management and the Board of Directors on sustainability themes; ongoing monitoring of ESG progress; oversight and management of ESG risks; identification of governance tools to support the company's values, mission, and purpose.

In 2025, ESG governance activities continued to follow the framework established during the first planning cycle, with no substantial changes from the previous year in the three areas covered — incentives, risk management, and business ethics tools.

The existing ESG governance structure continued to operate through its established mechanisms: the ESG Committee and the ESG Manager maintained their coordination and oversight roles, while the monitoring of sustainability activities was ensured through a structured schedule of periodic meetings involving operational functions, plant managers, and senior management.

The planned areas of focus — linking variable compensation to ESG objectives, integrating ESG risks into the flow of information to the Board of Directors, and updating ethical governance tools — remain key objectives in the company's ESG maturation process and will be given greater attention in the next planning cycle, during which Metelli S.p.A. intends to adopt a more structured system of targets, KPIs, and internal accountability mechanisms.

2026 COMMITMENT:

Initiate a concrete assessment of how to link ESG objectives to managerial incentive mechanisms and integrate ESG risk monitoring into the periodic reports to the Board of Directors, in line with the new strategic ESG roadmap that will be defined later this year.



04

PERFORMANCE AND METHODOLOGY TRANSPARENCY, MEASUREMENT, AND REPORTING CRITERIA

This chapter compiles the Group's key environmental, social, and economic performance indicators, explaining the criteria used to collect and process the data. It also presents the relevant standards and the methodological notes that help readers interpret the results reported in this Sustainability Report.

METHODOLOGICAL NOTES AND SCOPE OF REPORTING

Metelli S.p.A. (referred to as "Metelli" in this document) presents its 2025 Sustainability Report (covering the period January 1–December 31, 2025). As in previous years, the report has been prepared **in accordance with the GRI** (Global Reporting Initiative) **Standards**, maintaining methodological consistency with past reports.

With a view to proactively addressing regulatory developments in the European Union, the Company has also chosen to draw on the **ESRS** (European Sustainability Reporting Standards) (European Sustainability Reporting Standards). This decision is reflected, in particular, in the incorporation of the concept of **double materiality**.

Recognizing **the high level of interoperability between the GRI and ESRS frameworks**, Metelli has chosen to harmonize data collection by giving priority, where possible, to the European units of measurement and methodologies specified by the ESRS standards over the international ones of the GRI. This decision is intended to promote greater consistency with regional regulatory requirements and the regional regulatory context.

The reporting period and scope fully correspond to those of the annual financial statements; specifically, the impacts of the four plants are reported:

PLANT 1	Via Bonotto, 3/5 25033 - Cologne (Brescia)
PLANT 2	Via Caduti sul Lavoro, 43 25033 - Cologne (Brescia)
PLANT 4	Via Brescia, 29 25033 - Cologne (Brescia)
PLANT 7	Via Iseo, 3/C 25045 - Castegnato (Brescia)

GRI 2-1 Organizational details

GRI 2-2 Entities included in the organization's sustainability reporting

GRI 2-3 Reporting period, frequency and contact point

ESRS 2 BP-1

THE DOUBLE MATERIALITY ANALYSIS METHODOLOGY

As outlined in Chapter 2, Metelli S.p.A.'s sustainability strategy is based on a double materiality analysis launched in 2023, which continues to underpin the organization's ESG priorities. This section describes the methodological framework, to help readers better understand the material topics and the results presented in the preceding chapters.

The analysis evaluates relevant themes from two complementary perspectives, in line with the approach set forth in the ESRS standards: **impact materiality**, which considers the effects — current or potential, positive or negative — generated by Metelli's activities on the environment and people;

and **financial materiality**, which assesses the ESG risks and opportunities capable of influencing the company's profitability, competitiveness, and resilience in the medium to long term.

For each identified impact, risk, and opportunity, objective assessment criteria — severity, scope, likelihood of occurrence, and, for negative impacts, degree of irreversibility — were applied based on a stakeholder engagement process that involved a representative selection of internal and external stakeholders. The resulting scores were aggregated by ESG theme, yielding the following materiality matrix.

Based on this analysis, the following priority ESG themes were identified, organized into the three dimensions of environmental, social, and governance:

Environmental

- Environmental footprint
- Combating and adapting to climate change
- Energy management

Social

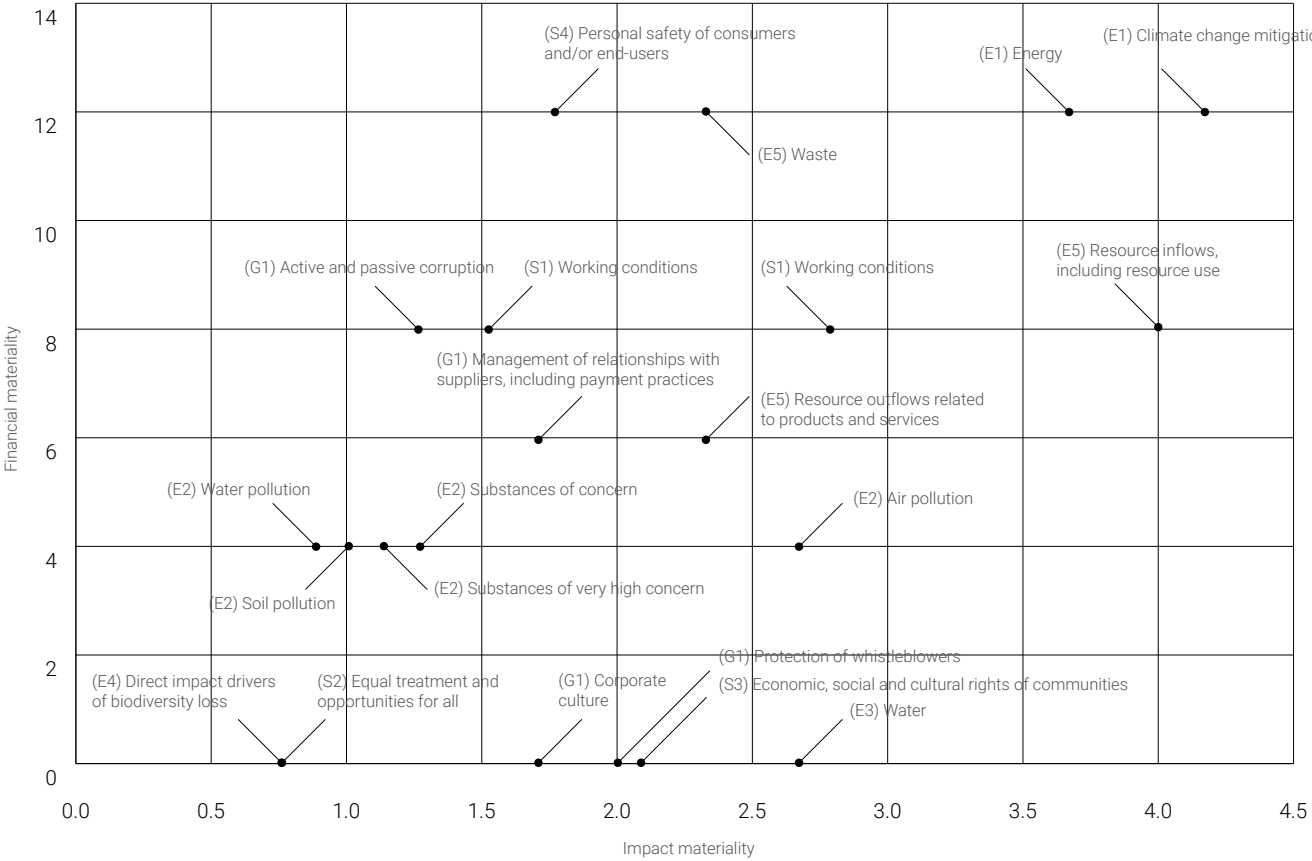
- Occupational health and safety
- Human capital development
- Well-being and inclusion

Governance

- Business ethics
- Integration of ESG factors into governance
- Transparency and ESG risk management

These themes represent the areas in which Metelli S.p.A. has the greatest impact and through which it can seize the most significant opportunities in terms of competitiveness, innovation, and operational efficiency; they also form the basis for the objectives and actions of the 2024–2026 ESG Plan, which are presented in the following chapters.

MATERIALITY MATRIX



The scores shown in the chart are derived from a summary of the ratings assigned to individual impacts, risks, and opportunities, aggregated by the corresponding ESG theme.

The themes with the highest scores according to both perspectives are therefore the most relevant overall, followed by those that are relevant to only one aspect of the analysis.

The methodological framework described here served as the stable foundation upon which Metelli S.p.A. built its ESG objectives and actions for the first planning cycle (2024–2026). As indicated in Chapter 2, during 2026 the company will launch a new materiality analysis process, aimed at updating its understanding of the Impacts, Risks, and Opportunities (IRO) associated with its activities and value chain, in line with the methodological approach adopted and the elements that proved most relevant in this first cycle.

EMPLOYEES

GRI 2-7 Employees
GRI 401-1 New employee hires and employee turnover
ESRS S1-6

		Method	2023			2024			2025		
			WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
EMPLOYEES BY CONTRACT TYPE	Number of employees	Active as of December 31	149	221	370	142	224	366	136	218	354
	Number of permanent employees	Active as of December 31	148	221	369	142	224	366	135	216	351
	Number of fixed-term employees	Active as of December 31	1	0	1	0	0	0	1	2	3
	Number of employees with non-guaranteed hours	Active as of December 31	0	0	0	0	0	0	0	0	0
	Number of full-time employees	Active as of December 31	106	219	325	101	221	322	104	214	318
	Number of part-time employees	Active as of December 31	43	2	45	41	3	44	32	4	36
NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	Total number of new employee hires	Annual tally	13	19	32	5	13	18	4	9	13
	Total number of employees who left the company	Annual tally	7	22	29	12	10	22	11	14	25

NON-EMPLOYEES

GRI 2-8 Workers who are not employees
ESRS S1-7

Non-employee workers	Method	2023	2024	2025
Interns	Average number of people over the entire period	3	4	5
Self-employed individuals	Average number of people over the entire period	1	1	1
Temporary workers	Average number of people over the entire period	17	13	17

SOCIAL DIALOGUE

GRI 2-30 Collective bargaining agreements
ESRS S1-8

Collective bargaining agreements	2023	2024	2025
Collective Bargaining Agreements (CCNL) Used by the Company	Metal and Machinery Industry Collective Bargaining Agreement (98%) and Industrial Executive Collective Bargaining Agreement (2%)		
Employee representatives	2023	2024	2025
Overall percentage of employees represented by employee representatives (RSU)	2%	2%	2%

			Introduction			Who we are and how we create value			Integrated strategy and sustainability			From strategy to action			Performance and methodology		
TRAINING			GRI 404-1 Average hours of training per year per employee ESRS S1-13														
			2023			2024			2025								
			Method	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL					
TOTAL TRAINING	Average number of training hours	Average hours	16.1	34.5	27.1	24.2	26.8	25.8	21.6	29.2	26.3						
	Total training hours	Total number of hours	2,400	7,614	10,014	3,432	6,010	9,442	2,942	6,355	9,297						
	of which mandatory training	Total number of hours	638	1,032	1,670	462	1,229	1,691	463	1,302	1,765						
TRAINING BY TOPIC	Health and safety training	Total hours	1,670			1,691			1,765								
	Cybersecurity training	Total hours	0			8			558								
	Employee training on waste reduction and proper waste sorting	Total hours	14			42			2								
	Total hours of professional development/skill acquisition	Total hours	2,773			4,312			3,986								
	Total hours of environmental training	Total hours	72			115			27								
	Total hours of training on quality and internal procedures	Total hours	544			426			217								
	Total training hours (other)	Total hours	4,941			2,856			2,742								
HEALTH AND SAFETY			GRI 403-9 Work-related injuries ESRS S1-14 GRI 403-10 Work-related ill health ESRS S1-14														
			2023	2024	2025												
Number of deaths due to work-related injuries and illnesses			0	0	0												
Number of recordable work-related injuries;			1	2	2												
Rate of recordable work-related injuries;			1.7	3.3	3.5												
Main types of accidents			Mechanical accidents (use of equipment/ machinery)	Mechanical accidents (involving the use of equipment) resulting in injuries to the hand and upper limb	Mechanical accident (while handling baskets, involving impact of the foot against a crate) and physical accidents (straining)												
Number of reportable cases of work-related illnesses			0	0	0												
Number of days lost due to injuries			20	120	245												
Number of hours worked by all employees			590,184	601,404	564,175												
DIVERSITY			GRI 405-1 Diversity of governance bodies and employees ESRS S1-6, ESRS S1-9														
Diversity in Governance Bodies			Method	2025													
				WOMEN	MEN	TOTAL											
SENIOR MANAGEMENT	Gender distribution by number at the senior management level	Number	7														
	Gender distribution by percentage at the senior management level	%	0	100%													
GOVERNING BODY (BOARD OF DIRECTORS)	Gender distribution by number in the governing body	Number	6														
	Percentage breakdown of gender representation in the governing body	%	0	100%													

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METELLI S.P.A.

2025 Sustainability Report

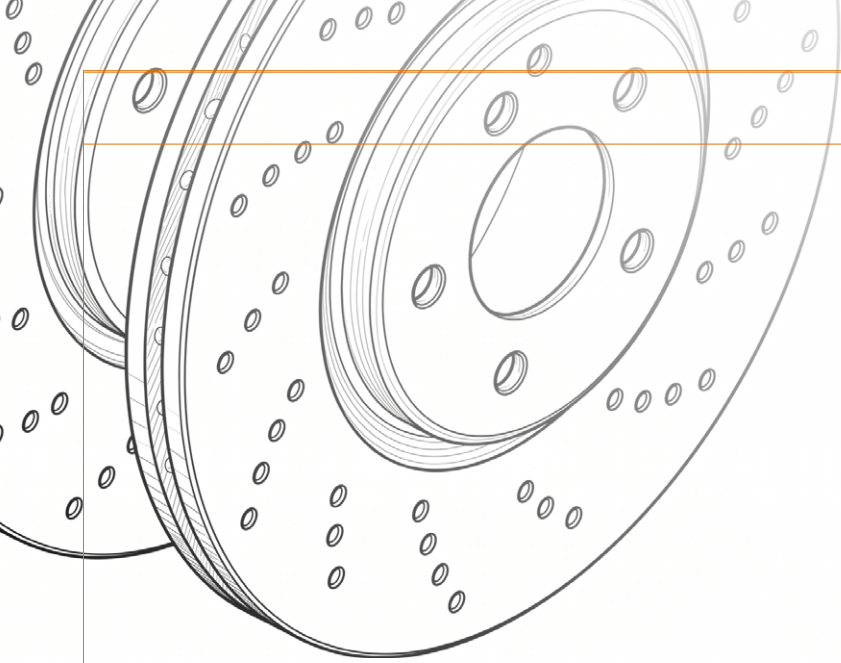
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GRI STANDARDS	GRI DISCLOSURE	ESRS STANDARD	ESRS DISCLOSURE REQUIREMENT	PAGE
GRI 2: General Disclosures 2021	2-1 Organizational details			43
	2-2 Entities included in the organization's sustainability reporting	ESRS 2	BP-1	43
	2-3 Reporting period, frequency and contact point	ESRS 2	BP-1	43, 59
	2-6 Activities, value chain and other business relationships	ESRS 2	SBM-1	12,13,14, 15,16
	2-7 Employees	ESRS S1	S1-6	50
	2-8 Workers who are not employees	ESRS S1	S1-7	50
	2-9 Governance structure and composition	ESRS 2	GOV-1; GOV-2	38, 40
	2-11 Chair of the highest governance body	ESRS 2	GOV-1; GOV-2	38, 40
	2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2	GOV-1; GOV-2	38, 40
	2-13 Delegation of responsibility for managing impacts	ESRS 2	GOV-1; GOV-2	38, 40
	2-22 Statement on sustainable development strategy	ESRS 2	SBM-1	4
	2-30 Collective bargaining agreements	ESRS S1	S1-8	51
GRI 3: Material Topics 2021	3-2 List of material topics	ESRS 2	SBM-3	21, 23, 25, 27, 29, 31, 32, 35, 37
	3-3 Management of material topics	ESRS 2	SBM-1	21, 23, 25, 27, 29, 31, 32, 35, 37
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESRS E1	E1-5	46
	302-3 Energy intensity	ESRS E1	E1-5	48
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	ESRS E3	E3-4	48
	303-4 Water discharge	ESRS E3	E3-4	48

Introduction	Who we are and how we create value	Integrated strategy and sustainability	From strategy to action	Performance and methodology
Declaration of Use	Metelli S.p.A. has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards. In preparing this report, Metelli S.p.A. also drew inspiration from the ESRS standards.			
Use of GRI 1	GRI 1 - Foundation 2021			

GRI STANDARDS	GRI DISCLOSURE	ESRS STANDARD	ESRS DISCLOSURE REQUIREMENT	PAGE
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESRS E4		49
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESRS E1	E1-6	47
	305-2 Energy indirect (Scope 2) GHG emissions	ESRS E1	E1-6	47
	305-3 Other indirect (Scope 3) GHG emissions	ESRS E1	E1-6	47
	305-4 GHG emissions intensity	ESRS E1	E1-6	47
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			48
	306-3 Waste generated	ESRS E5	E5-5	48, 49
GRI 306: Waste 2020	306-4 Waste diverted from disposal	ESRS E5	E5-5	48, 49
	306-5 Waste directed to disposal	ESRS E5	E5-5	48, 49
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESRS S1	S1-6	50
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	ESRS S1	S1-14	52
	403-10 Work-related ill health	ESRS S1	S1-14	52
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESRS S1	S1-13	52
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESRS S1	S1-6, S1-9	53



GLOSSARY

The 2030 Agenda for sustainable development: this is the action plan for people, the planet, and prosperity adopted in September 2015 by the governments of the 193 UN member states. The Agenda encompasses the 17 Sustainable Development Goals, known as the SDGs (see next entry).

Carbon footprint: expresses, in CO₂ equivalents, the total greenhouse gas emissions directly or indirectly associated with a product, an organization, or a service. This term is used to measure the environmental sustainability of businesses.

Circular economy: a model of production and consumption that involves sharing, reusing, repairing, refurbishing, and recycling materials and products.

CSRD (Corporate Sustainability Reporting Directive): an EU directive that strengthens sustainability reporting requirements for companies, requiring detailed information on environmental, social, and governance (ESG) impacts.

ESG (Environmental, Social, Governance): refers to the sustainability criteria used to evaluate an organization's activities, not only from an economic and governance perspective, but also from an environmental and social perspective.

ESRS (European Sustainability Reporting Standards): european standards for sustainability reporting, defined by EFRAG, that specify disclosure requirements for companies subject to the CSRD, covering environmental, social, and governance (ESG) aspects.

Global Reporting Initiative (GRI): an international nonprofit organization established to define standards for reporting on organizations' sustainability performance.

Governance: the individuals or bodies (e.g., the board of directors or a corporate trustee) responsible for overseeing an organization's strategic direction and its accountability and administrative obligations.

Greenwashing: the practice of making misleading or unsubstantiated environmental or sustainability claims.

SDGs (Sustainable Development Goals): 17 United Nations goals to be achieved by 2030. These goals serve as guidelines to contribute to global development, promote human well-being, and protect the environment.

Shared Value: a business model in which a company's pursuit of economic and financial success and competitive advantage includes environmental and social decisions and strategies.

Stakeholders: entities, organizations, or individuals who may be affected by the organization's activities, products, and services, or who have the ability to influence the organization's decisions.

Sustainability Report: a concise communication tool that illustrates the company's commitment to sustainability themes and measures its performance in this area.

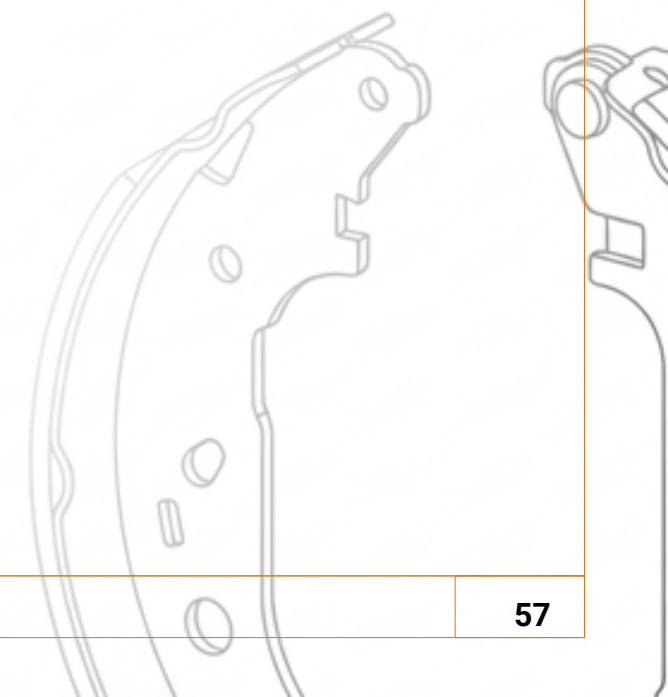


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GLOSSARY

If you have any questions or would like further information regarding the contents of this report, please contact
the Environment and Safety Office:
ufficiohse@metellispa.it

*Your contribution is important in helping us
improve our company’s sustainability.*

| GRI 2-3 Reporting period, frequency and contact point

