

SUSTAINABILITY REPORT

2024



SUSTAINABILITY REPORT

2024

metelligroup
AUTOMOTIVE PASSION

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LETTER TO STAKEHOLDERS

OUR COMMITMENT TO SUSTAINABILITY GROWING RESPONSIBLY, TOGETHER

We at Metelli S.p.A. believe that true industrial progress is one that takes into account people, the environment and transparency. For this reason, sustainability is not an isolated objective but a guiding principle that steers our choices. It is a responsibility towards future generations and a value that is reflected in our strategic vision, our day-to-day activities and in the way we relate to the territory and all our stakeholders.

In recent years, and even more so in 2023 and 2024, we have consolidated our process of integrating ESG – Environmental, Social and Governance – criteria into the organisation. This process translates into concrete actions and measurable results.

We have invested in renewable energy, installing photovoltaic systems that allow us to produce part of the energy necessary for our industrial activities. We have optimised energy consumption in the main plants, significantly reducing the use of electricity and gas. These interventions have allowed us to reduce our overall carbon footprint, through a more efficient management of resources and a constant focus on sustainable innovation.

We have also strengthened initiatives related to waste management, prioritising recovery over disposal, and promoted the responsible use of water through targeted water saving actions. But for us, sustainability lies not only in the environmental dimension.

People are also at the heart of our commitment. We believe in lifelong learning, the development of individual potential

and the creation of a safe, inclusive and stimulating work environment. In 2024 we devoted thousands of hours to the professional growth of our employees, accompanying this investment with initiatives aimed at enhancing diversity and the sense of belonging.

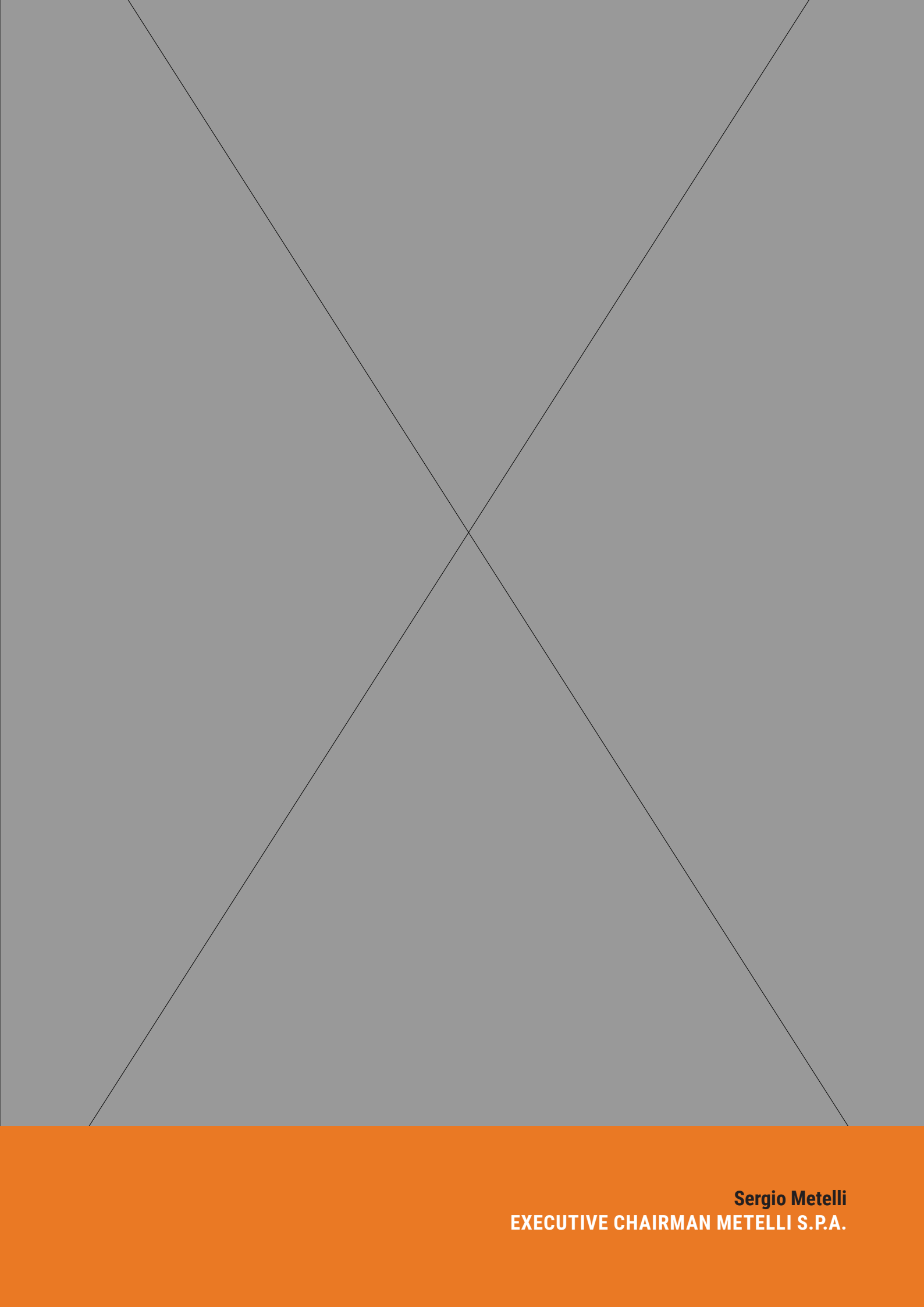
Ties with the local community are also a pillar of our approach. We support social, cultural and sports projects that promote positive values, with particular attention to the younger generations, aware that the future is built together.

In 2024 we also strengthened our ESG governance system: a specific Committee steers and monitors the implementation of the strategy, while we are developing a structured value chain due diligence system. These actions prepare us to face the new challenges posed by regulatory and market contexts, in line with the principles introduced by the CSRD and ESRS standards.

We look forward with determination, aware that our path to sustainability is constantly evolving. We will continue to invest in innovative solutions, measure and improve our impacts and foster a culture based on ethics, transparency and respect. Because for us, growing means doing it responsibly. Together.

Sergio Metelli

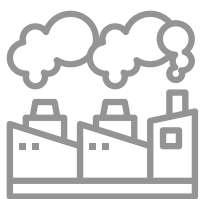
Chairman of the Board of Directors
Metelli S.p.A.



Sergio Metelli
EXECUTIVE CHAIRMAN METELLI S.P.A.

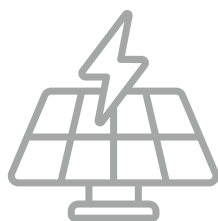
HIGHLIGHTS OF METELLI S.P.A 2024

ENVIRONMENTAL PROTECTION



3,197 tCO₂

Total emissions
(scope 1 + scope 2)*

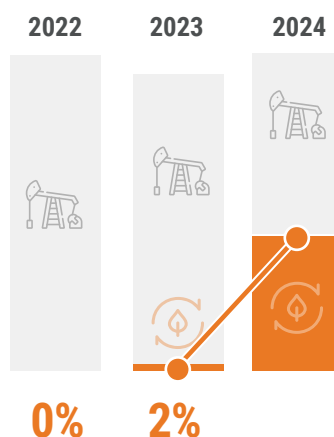


850,000 kWh

Self-produced energy from photovoltaic
panels (+281% vs 2023)

-44.62%

Emissions down
compared to 2023*



43%

Energy from
renewable sources

41%
more than in 2023

* Market-based approach



PEOPLE AND THEIR ENGAGEMENT



9442
Hours of internal training

365
Employees*

39%
Women

100%
Employees with permanent contracts

THE BUSINESS



€16.8M
EBITDA*

+90
Countries where we operate

€161M
Revenue*

+ €4M
Total investments

* Data relating to Metelli S.p.A.

OUR IDENTITY

This section describes the company's strategic vision, history, ownership structure and the key elements to understand the organisation's identity and commitment to sustainable development.





OUR HISTORY

1962

Metelli was founded on 1 August 1962. In 1970, the company had gone from a mechanical design workshop to a manufacturer of engine parts. Since 1975, the series has included components for hydraulic brakes and clutches.

1991

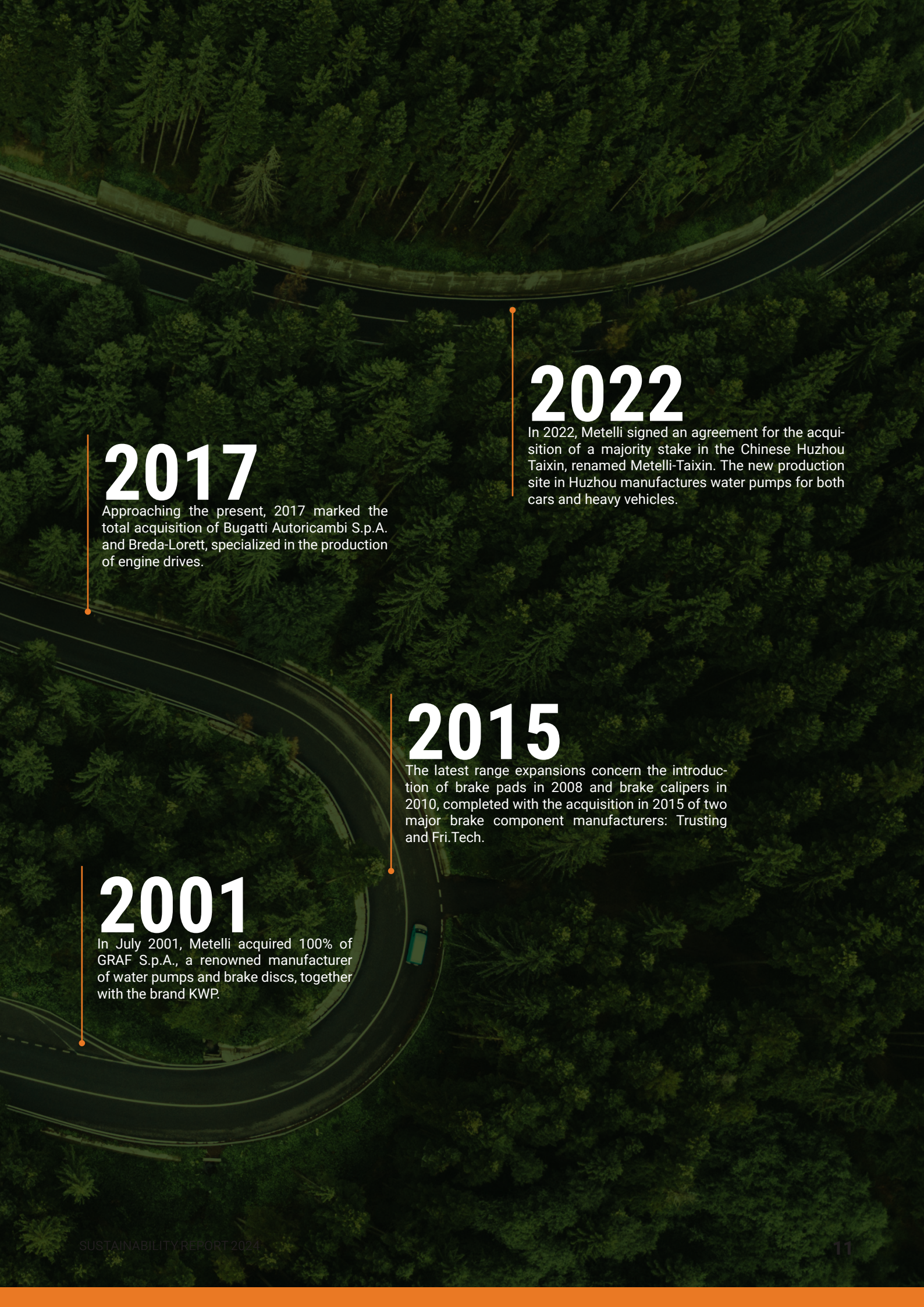
The year 1991 marked the creation of a constant velocity joint production line. Eight years later, the production line is extended to include driveshafts.

1996

In 1996, Metelli merged with Cifam to manufacture brake and hydraulic clutch parts.

2020

2020 marked the acquisition of 100% of the Sol.Id. aluminium die casting foundry.



2017

Approaching the present, 2017 marked the total acquisition of Bugatti Autoricambi S.p.A. and Breda-Lorett, specialized in the production of engine drives.

2022

In 2022, Metelli signed an agreement for the acquisition of a majority stake in the Chinese Huzhou Taixin, renamed Metelli-Taixin. The new production site in Huzhou manufactures water pumps for both cars and heavy vehicles.

2015

The latest range expansions concern the introduction of brake pads in 2008 and brake calipers in 2010, completed with the acquisition in 2015 of two major brake component manufacturers: Trusting and Fri.Tech.

2001

In July 2001, Metelli acquired 100% of GRAF S.p.A., a renowned manufacturer of water pumps and brake discs, together with the brand KWP.

OWNERSHIP STRUCTURE AND OPERATING STRUCTURES

GRI 2-1 Organisational details

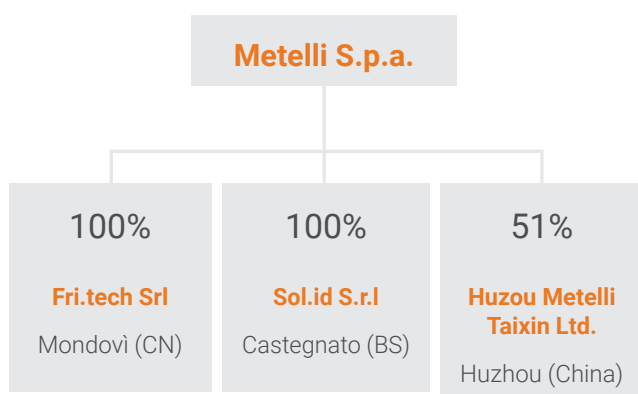
GRI 2-2 Entities included in the organisation's sustainability reporting
ESRS 2 BP-1

The company is family-owned and the property is wholly owned by the Metelli family. The strategic and operational control of the company is exercised by Sergio Metelli.

The Group holds direct shareholdings in three companies: it owns 100% of the capital of **Fri.tech. S.r.l.** and **Sol.id S.r.l.** based in Italy, while it holds a 51% stake in the company **Huzou Metelli Taixin Ltd.**, based in China.

The Group's production and operational activities are divided among several plants: **Cologne (BS)**, **Castegnato (BS)**, **Mondovì (CN)**, **Borgo San Lorenzo (FI)** and **Huzhou (China)**.

It should be noted that this report contains data and information exclusively from Metelli S.p.A. (the other 3 companies owned by the group are therefore excluded).





CONSOLIDATED ECONOMIC AND FINANCIAL PERFORMANCE: SOLID GROWTH TO SUPPORT SUSTAINABLE DEVELOPMENT

The economic and financial data for 2024, taken from the **Management Report the 2024 consolidated financial statements**, offer an overall view of the performance of the Metelli Group, including both the parent company Metelli S.p.A. and its subsidiaries and associated companies. It is worth underlining that these data include all the Group companies, while the sustainability report refers exclusively to Metelli S.p.A.

The 2024 financial year ended with **positive results**, confirming the Group's solidity and ability to grow in a global context still characterised by complex challenges. **revenues from sales** amounted to approximately **€178.6 million**, up 4.3% compared to 2023, while the **Gross Operating Margin (EBIT-DA)** reached **€20.6 million**, showing an increase of over **2.8 million**. The **Net Result** also marks a significant improve-

ment, standing at **€7.3 million**, compared to €4.6 million in the previous year.

The strengthening of **operating profitability** was accompanied by the careful management of working capital and capital structure, which remains balanced: the debt ratio stands at 0.83, the secondary liquidity ratio is 2.14 and the coverage rate of fixed assets (2.00) confirms a solid and long-term-oriented financial structure.

In 2024, the Group also allocated **over €7 million** to investments in **plants, industrial equipment, logistics, Research & Development and energy efficiency**, confirming a strategic vision oriented to the innovation and sustainability of the production system.

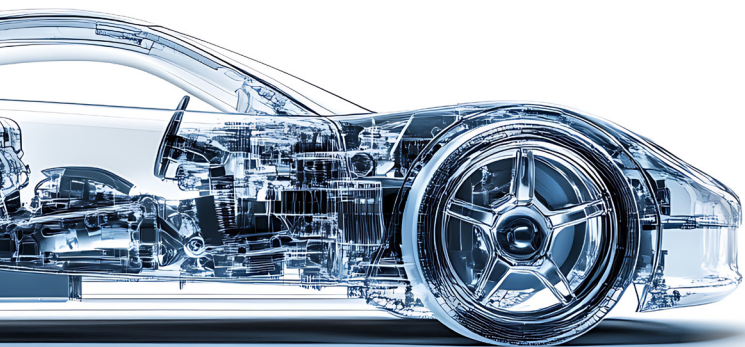


GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

	31/12/2024	31/12/2023	Variation
Revenues from sales	178,649,059	171,216,101	7,432,958
Internal production	152,824	(2,039,566)	2,192,390
Other revenues and income (net of extraordinary items)	2,133,346	3,621,345	(1,487,999)
Value of production (VP)	180,935,229	172,797,880	8,137,349
External operating costs	127,932,888	125,478,796	2,454,092
Personnel costs	31,571,225	28,459,257	3,111,968
Standard miscellaneous charges	870,560	1,156,698	(286,138)
Cost of production	160,374,673	155,094,751	5,279,922
Gross Operating Margin (EBITDA)	20,560,556	17,703,129	2,857,427
Net Operating Margin (EBIT)	9,811,381	7,556,162	2,255,219
Net result	7,327,978	4,663,683	2,664,295

EFFICIENCY AND SUSTAINABILITY:

OUR CONTRIBUTION TO THE MOBILITY OF THE FUTURE



Driven by a passion for automotive and Italian manufacturing excellence, we are committed to designing, producing and distributing high-quality, safe and reliable spare parts, contributing to global mobility with sustainable solutions.

Our direct responsibility for production allows us to ensure not only superior performance, but also a positive impact on the environment and people. Being directly responsible for production, we ensure maximum control over processes and materials, offering efficient solutions for both the aftermarket and the OEM market. We invest continuously in research and development to optimise our production processes, reduce waste and emissions and improve vehicle efficiency and safety. Our **Research and Development** activities focus on the design of advanced solutions that improve overall vehicle efficiency, working particularly to optimise the operation of the engine and auxiliary components. Through more effective heat management, we aim to reduce energy losses, improve performance and contribute to environmental sustainability by reducing consumption and emissions. At the same time, we guarantee an **efficient and timely logis-**

tics service to the entire aftermarket distribution chain, ensuring the prompt availability of spare parts even for the oldest vehicles. In this way, we support the efficient fleet maintenance, offering reliable, technologically advanced and accessible solutions that extend the useful life of the vehicles in circulation and improve their safety and performance, with a positive impact for both users and the environment.

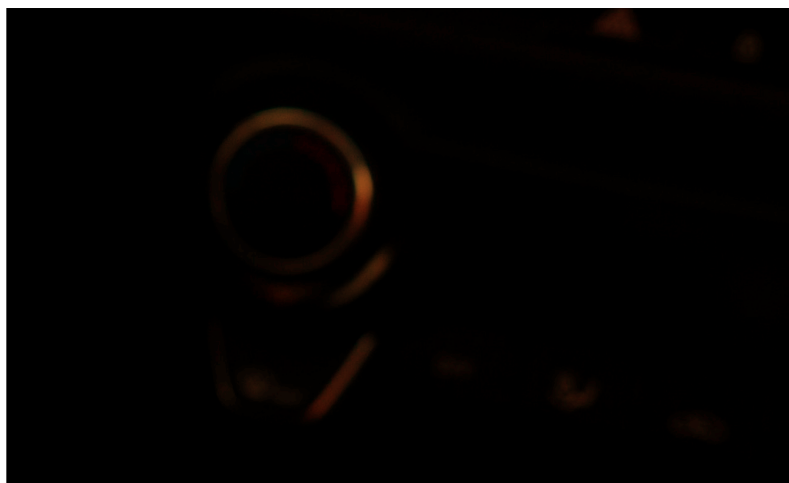
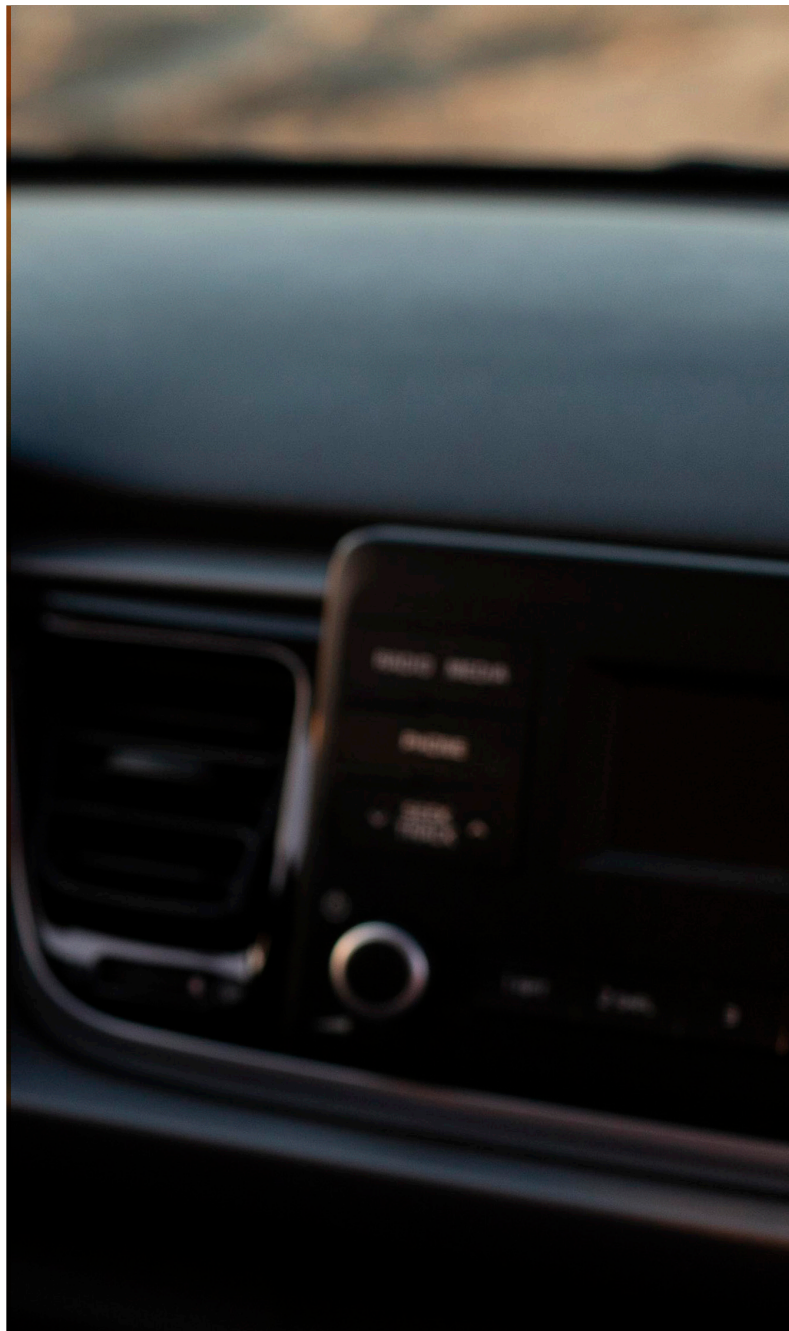
Innovation and sustainability drive our development, and we operate with integrity and social responsibility, ensuring safe working environments and contributing to the growth of the communities in which we operate. Through our global distribution network covering over 90 countries, we provide reliable spare parts in compliance with market needs, supporting local economic growth. With over half a century of experience, we always look to the future: more responsible mobility, a more sustainable industry and uncompromising quality.





CORPORATE GOVERNANCE

This section describes how the company is organised and guided, with particular attention to the responsible management of environmental, social and governance (ESG) issues, through internal bodies overseeing monitoring and due diligence activities, and the certifications obtained to guarantee product quality and transparency towards stakeholders.



THE GOVERNANCE STRUCTURE

Corporate governance defines the way in which a company is managed, identifying roles, responsibilities and decision-making processes. At Metelli S.p.A., this structure is managed by a set of rules and practices that support the action of the General Manager, the Executive Committee and the Board of Directors in managing corporate challenges, ensuring a balance between the interests of stakeholders.

The General Manager, Fabrizio Sanna, is responsible for ordinary management. Extraordinary decisions are entrusted to the Executive Committee, composed of three members, or to the Board of Directors, composed of six members. The members of the main governing body are selected on the basis of their professionalism, alignment to company values and diversity of experience, to ensure qualified contributions in complementary areas.

The Board of Statutory Auditors, renewed in 2023 with a three-year mandate, is composed of three statutory and two deputy auditors. It oversees corporate management to ensure fairness and transparency, while the statutory audit is entrusted to Ernst & Young. The members of the Board are professionals of proven experience and reputation.

The Shareholders' Meeting resolves, in ordinary and extraordinary session, on the appointment and revocation of the members of the Board of Directors, the Board of Statutory Auditors and the statutory auditor, as well as on the approval of the financial statements, the allocation of profits and the determination of remuneration.

The organisation of the corporate functions is given in the internal company organisation chart.



GRI 2-9 Governance structure and composition
ESRS 2 GOV-1, ESRS 2 GOV-2

GRI 2-11 Chair of the highest governance body

GRI 2-12 Role of the highest governance body in overseeing the management of impacts
ESRS 2 GOV-1, ESRS 2 GOV-2

GRI 2-13 Delegation of responsibility for managing impacts ESRS 2 GOV-1, ESRS 2 GOV 2

ESG GOVERNANCE

In a global context marked by increasingly urgent environmental, social and economic challenges, ESG governance is an essential pillar of corporate sustainability and resilience. For Metelli S.p.A. it is a strategic commitment, not merely a regulatory obligation. Integrating ESG principles into our everyday operations is fundamental for building trust, strengthening stakeholder relations and guaranteeing the company's ability to develop in a continuously evolving world.

We are committed to reducing our environmental impacts through the reduction of emissions, energy efficiency and investments in renewable sources, while as promoting sustainable waste management. In social terms, we invest in human capital, promoting safe working conditions, diversity and inclusion. At governance level, we ensure transparency, integrity and a fair remuneration structure, with a Board of Directors that is in line with these principles.

Strong ESG governance allows us to address challenges including innovation of the business model, regulatory adjustment and adoption of new technologies, but also to seize opportunities such as access to new markets, financial attractiveness and reputation enhancement. We consider ESG governance to be a path of continuous improvement, aimed at increasingly integrating sustainability into our strategies and decision-making processes. This Report presents our practices, regulatory references and development plan towards effective and innovative ESG governance.

In 2023, we established the ESG Committee, a key body for steering and monitoring our sustainability initiatives. Its role is crucial in ensuring the tangible implementation of the ESG strategy and generating lasting value for all stakeholders.

ESG COMMITTEE

To strengthen its commitment to sustainability, Metelli S.p.A. has established an ESG Committee with the task of defining clear, measurable and integrated ESG policies and strategies in the company's business plan.

In addition to its strategic role, the Committee monitors progress made towards ESG objectives, assessing the effectiveness of the actions taken and making any corrections required. It also monitors compliance with regulatory requirements and reporting standards, ensuring complete, transparent and reliable reporting.

One key activity is the **management of Impacts, Risks and Opportunities** (IRO) related to ESG issues: the Committee

identifies the most relevant aspects and develops strategies to mitigate their risks and exploit their opportunities.

The Committee also oversees dialogue with internal and external stakeholders, ensuring clear communication on the progress of ESG initiatives.

The organizational chart of the Committee was formalized in 2025, including the Chairman, General Manager and the representatives of the HSE, Human Resources, Administration, Marketing, Maintenance functions, as well as internal members of the 231 Supervisory Body. This composition ensures a transversal coverage of ESG issues and promotes the integration of sustainability policies into the company's day-to-day management and long-term strategies.

ESG MANAGER

Metelli S.p.A. has appointed an ESG Manager to guide sustainability strategies and ensure compliance with the CSRD directive. The role involves developing ESG objectives, monitoring regulations, assessing risks and opportunities and communicating performance to stakeholders through detailed reports. In addition, the ESG Manager collaborates with company de-

partments to integrate sustainable practices, also reviewing the selection of suppliers. It implements training programs for employees and promotes a sustainability-oriented corporate culture. Finally, it stimulates the adoption of green technologies to reduce environmental impacts and improve efficiency.

THE DUE DILIGENCE SYSTEM

In linea con lo standard europeo ESRS 2 GOV-4, Metelli S.p.A. sta adottando un sistema strutturato di due diligence sui temi ESG, intesa come il processo continuo volto a identificare, prevenire, mitigare e rendicontare gli impatti negativi reali o potenziali delle proprie attività, lungo l'intera catena del valore. Questo approccio include la valutazione sistematica dei rischi e delle opportunità connessi ai fattori ambientali, sociali e di governance, con l'obiettivo di integrare tali aspetti nelle decisioni strategiche e operative dell'azienda.

Il sistema di due diligence ESG prevede una **mappatura approfondita della catena del valore per analizzare le performance dei partner aziendali**, con particolare attenzione alle pratiche ambientali, sociali e di governance. Sebbene la piattaforma tecnologica dedicata non sia ancora operativa, è in fase di pianificazione l'adozione di strumenti digitali che faciliteranno la raccolta, valutazione e monitoraggio dei dati ESG.

Il processo sarà allineato alle direttive della Corporate Sustainability Reporting Directive (CSRD) e progettato per identificare e gestire in modo efficace i rischi ESG, utilizzando metriche standardizzate e prevedendo audit periodici per garantire la conformità normativa e il miglioramento continuo.

Un elemento chiave sarà il **coinvolgimento attivo dei fornitori**, attraverso un dialogo aperto e trasparente sulle aspettative ESG, la definizione condivisa degli obiettivi e la valutazione delle performance. A supporto, sono previsti interventi formativi dedicati alla filiera, per sviluppare consapevolezza e competenze in ambito sostenibilità.

La reportistica periodica, elaborata con il supporto del know-how interno e dei sistemi di gestione certificati, rappresenterà uno strumento essenziale per rafforzare la fiducia degli stakeholder, comunicando in modo chiaro i progressi raggiunti.

Questo approccio integrato alla due diligence ESG risponde non solo alle esigenze normative, ma riflette anche l'impegno di Metelli S.p.A. a promuovere una crescita responsabile, con un impatto positivo sull'ambiente, sulle persone e sulla società nel suo insieme.

CERTIFICATIONS AND RECOGNITIONS

Cert. ISO 9001:2015	IATF 16949/2016 Certification of Water pumps, engine parts, brake parts and clutch parts	IATF 16949/2016 Certification of Engine parts, drives	Cert. UNI EN ISO 14001:2015	Cert. UNI ISO 45001:2018
EBR Declaration	TecDoc CERTIFIED DATA SUPPLIER for the TecDoc CATALOG	WVA license Metelli	EAC - Cooling parts	Ameca Certificate
CoP Certificate Metelli 2024-2025*	Brake Pads CCC Certificate M1, M2, N1, O1, O2	Brake Pads CCC Certificate M3, N2, N3, O3, O4	Brake shoes CCC Certificate M1, M2. N1, O1, O2	HPC ISO 9001 (Russia)
EAC Wheel Bearing Kit	EAC - Brake pads and sensors	EAC - All product lines		



VALUE IN PROGRESS:

STAKEHOLDERS AND SUSTAINABLE VISION

This chapter tells how Metelli S.p.A. builds long-term value, integrating the quality of its range with active listening and stakeholder engagement. Through the double materiality analysis and the implementation of the three-year sustainability plan, the company strengthens the link between industrial strategy and social responsibility, outlining development scenarios oriented to innovation and the creation of shared value.



OUR OPERATIONAL CONTEXT

In 2024, the European automotive sector recorded marginal growth (+0.9%) and a slowdown in the electrical transition, with a consequent increase in the obsolescence of the car fleet. This has privileged the aftermarket sector, where Metelli S.p.A. operates with a solid position and growth above the industry average.

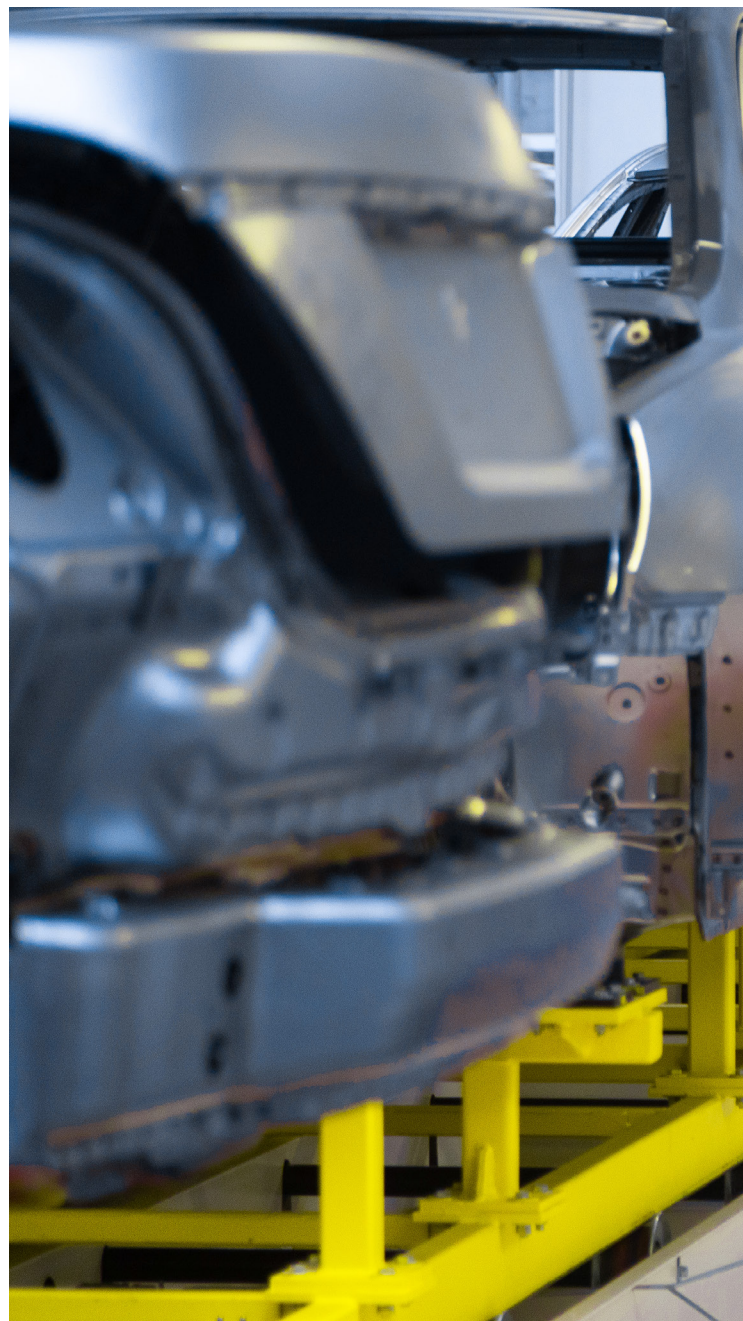
The context is influenced by macroeconomic factors (inflation, geopolitical instability) and regulatory factors (environmental regulations, energy transition), which push consumers to keep existing vehicles longer, increasing the demand for spare parts. However, competitive pressure remains high: customer bargaining power is growing, and competition, particularly from Asia, is becoming increasingly aggressive.

At a competitive level, Metelli is facing a highly competitive market. The bargaining power of customers, such as distributors and workshop networks, is growing, and competition, particularly in Asia, is becoming increasingly fierce, despite customs barriers. The growing pressure on prices and the spread of new digital players, who are redefining distribution and sales methods, require the company to constantly update its range and its production processes.

Metelli has responded to these challenges with a strategy focused on three main areas:

- **Service Improvement:** optimization of the supply chain process, improved fill-rate, and more effective waste management were key in a year marked by high uncertainty.
- **Expansion into new markets:** the company has launched projects aimed at entering high-potential markets, such as Africa and the Middle East, adapting the range to the specific character of these territories and developing dedicated commercial resources.
- **Innovation and renewal of product ranges:** in particular, the relaunch of key components such as joints, axle shafts and timing-components has strengthened the competitiveness of Metelli's ranges, with contribution margins of more than 30%.

In social terms, Metelli's commitment to enhancing people and skills is essential to face the innovation and digitisation challenges. In the medium to long term, value creation will depend on the company's ability to attract and retain qualified talents, while ensuring a working environment that promotes the sustainability, safety and well-being of its employees.



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



OUR CORE BUSINESS

Metelli S.p.A. is a leader in the production and distribution of automotive components, with a wide range covering different sectors of the automotive market, including braking, hydraulic, transmission, distribution and engine systems. Our core business is characterized by high product quality, continuous innovation, diversification and adaptation to the needs of the aftermarket and OEM (Original Equipment Manufacturer) market.

PRODUCTS AND SERVICES

Metelli S.p.A. supplies a wide range of components intended mainly for the automotive sector, including:

COMPONENTS FOR DISTRIBUTION AND WATER PUMPS

Primary and auxiliary water pumps

Distribution kits (with and without water pump)

COMPONENTS FOR BRAKING SYSTEMS

Brake calipers

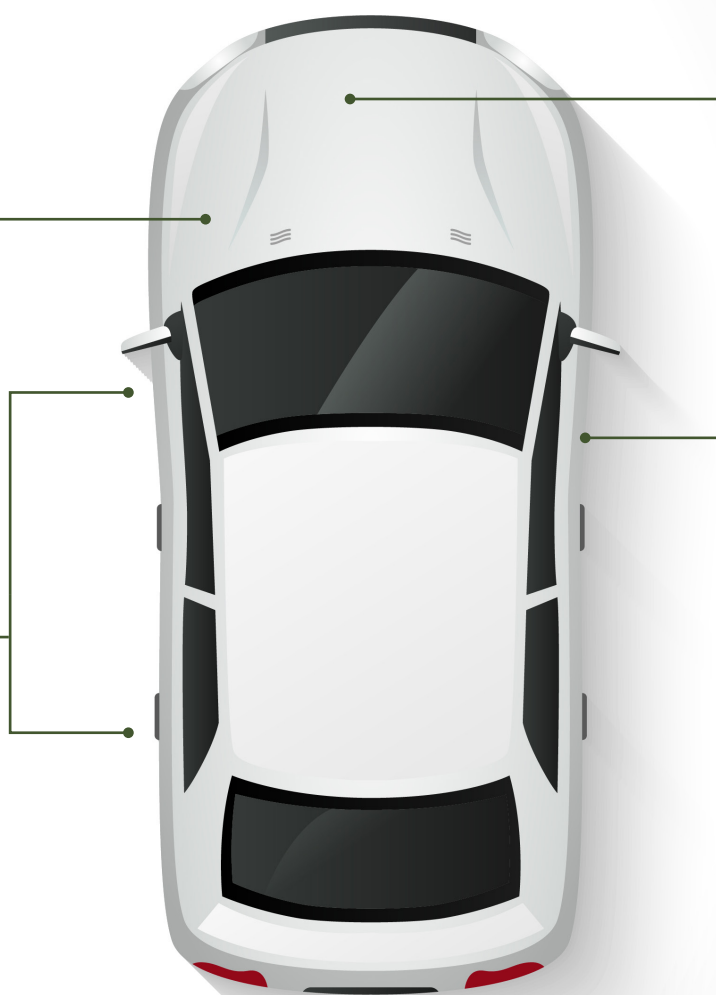
Brake pads

Brake discs

Brake cylinders and brake pumps

Clutch cylinders and clutch pumps

Brake correctors



MAIN DISTRIBUTION CHANNELS

Metelli S.p.A. distributes its products through several channels:

Aftermarket (IAM): This represents a significant part of our business, with a consolidated network of distributors, workshops and dealers who purchase our components for the replacement and maintenance of vehicles of all brands.

OEM (Original Equipment Manufacturer): We work with vehicle manufacturers to supply components for the assembly

of new vehicles, while ensuring quality that meets the international automotive production standards.

International Distribution: Our sales network has global coverage, with particular developments in emerging markets such as Africa and the Middle East.

TECHNOLOGIES USED

Metelli S.p.A. uses advanced technologies and highly automated production processes to guarantee products of the highest quality and precision. Our plants are equipped with machines for metalworking, quality control and testing of all the components produced. We continuously invest in **Research and Development** to keep our range competitive and innovative, adapting it to the needs of the evolving automotive market.

Metelli S.p.A. follows strict quality standards at all stages of production, from design to construction, up to final inspection. Our products undergo strict tests to ensure their safety and durability, complying with international standards.

We offer our customers continuous support, with bespoke technical and logistical consulting services, as well as a wide range of solutions to optimise stock and spare parts management.

ENGINE COMPONENTS

Valve guides and valve seats

Valve shims

DRIVE COMPONENTS

Constant velocity joints

Driveshafts

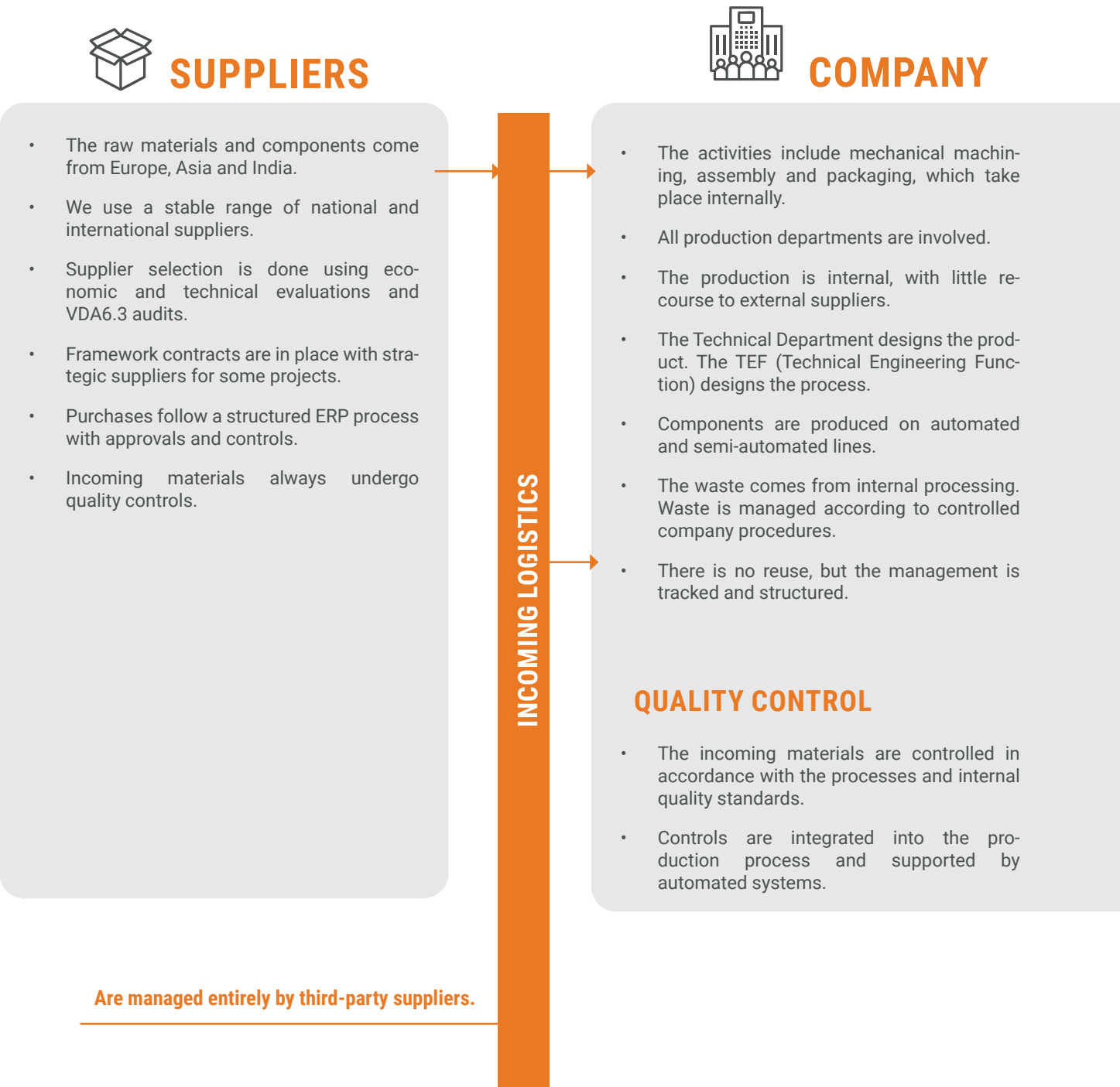
Boot kit

Wheel bearing kit

Our **hydraulic components** also include clutch and brake products, including **concentric clutch cylinders and clutch cylinders and pumps**, which assure high performance and reliability.



THE VALUE CHAIN



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



CUSTOMER

Efficient Production

- The high level of automation and the use of Industry 4.0 technologies increase efficiency and traceability.
- The almost total internalisation assures direct control over schedules, costs and quality.
- Structured waste management reduces waste and improves operational sustainability.

Product Innovation

- The technical department develops the product, while TEF develops the process, fostering continuous innovation
- Customisation for some customers leads to bespoke technical solutions.

Efficient Production

- Automated controls reduce errors and re-working, contributing to overall efficiency.
- Each product is checked before delivery to ensure compliance.

OUTGOING LOGISTICS

- Customers are domestic and international B2B companies in the Automotive sector.
- The products are sold through specialised distributors.
- The value offered is given by quality, price, customisation and support.
- An after-sales service is provided for guarantees and complaints.
- Customers look for a competitive price, availability and good quality.
- Satisfaction is measured periodically through market surveys.
- In some cases the products are customised. The products are delivered ready to use.

Customer engagement

- Customer satisfaction is recorded regularly to monitor the degree of satisfaction.
- After-sales service and complaint handling ensure a continuous and responsive relationship.
- Product customisation meets specific needs and strengthens the bond with the customer.

Distribution takes place through dedicated B2B channels. Products are delivered physically to customers.

THE ESG PATH



THE FIRST STEPS: THE DOUBLE MATERIALITY ANALYSIS AND ESG PLAN

In 2023, Metelli S.p.A. began a structured process of integrating ESG (Environmental, Social, Governance) principles into its corporate strategy, in line with the growing focus on corporate sustainability issues and in preparation for the CSRD directive.

A key element of the path was the simplified execution of an initial double materiality analysis, aiming to lay the foundations for development that leads Metelli S.p.A. towards full

compliance with the CSRD Directive. One of the first steps of the ESG path was to start basic stakeholder engagement, through a structured survey aimed at a representative selection of internal and external stakeholders. This first exercise made it possible to efficiently collect points of view on ESG issues relevant to Metelli S.p.A., constituting a fundamental contribution to the double materiality analysis.

GRI 3-1 Process to determine material topics
ESRS 2 IRO-1

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

From these analyses, the following priority ESG issues were identified:

ENVIRONMENTAL

ENVIRONMENTAL FOOTPRINT

FIGHT AGAINST AND ADAPTATION TO CLIMATE CHANGE

ENERGY MANAGEMENT

SOCIAL

OCCUPATIONAL HEALTH AND SAFETY

DEVELOPMENT OF HUMAN CAPITAL

WELL-BEING AND INCLUSION

GOVERNANCE

BUSINESS ETHICS

INTEGRATION OF ESG ASPECTS INTO GOVERNANCE

TRANSPARENCY AND ESG RISK MANAGEMENT

This approach laid the foundations for a sustainability management system oriented to continuous improvement, able to guide Metelli S.p.A. in a rapidly changing industrial context that is increasingly demanding in terms of ESG performance.

DEVELOPMENT TOWARDS CONTINUOUS IMPROVEMENT

In continuity with the work done in 2024, Metelli S.p.A. has further consolidated and refined its approach by:

- strengthening the analysis by adopting more systematic methodologies based on measurable data, proceeding with the identification and evaluation of the environmental and social impacts related to the organisation's activity, distinguishing between current and potential impacts, with positive or negative outcomes, and applying objective parameters for each such as magnitude, scope, probability of occurrence (in the case of potential impacts) and degree of irreversibility (for negative ones). (Figure IMPACT)
- conducting an in-depth analysis of ESG risks and opportunities with potential impacts on the economic-financial performance of the company, taking into account both internal factors (such as organisational structure, operational processes, dependence on specific resources or technologies) and external dynamics (including regulatory changes, developments in reference markets, energy transition and new stakeholder expectations). The aim is to assess how these factors can influence the company's profitability, competitiveness and resilience in the medium to long term, in order to support an increasing-

ly effective integration of ESG considerations into the company's decision-making and strategic processes. (Figure FINANCIAL)

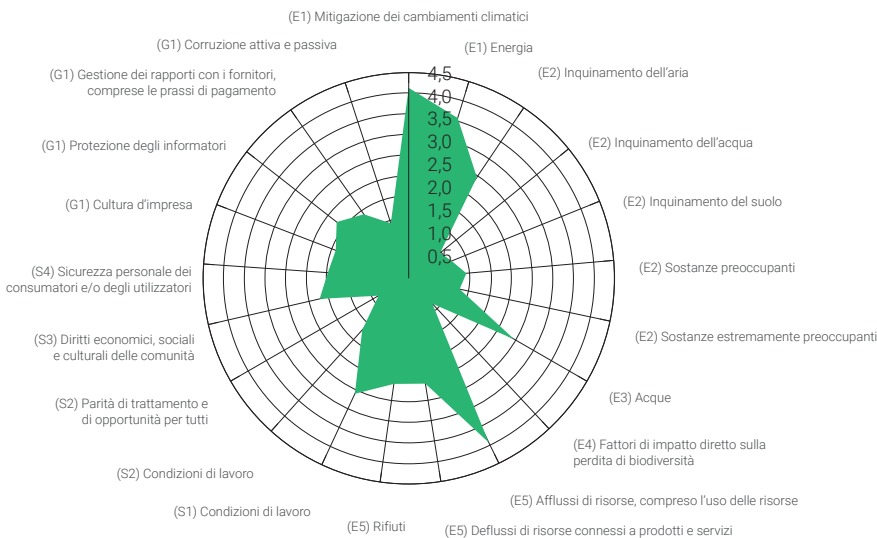
- Updating the approach to the assessment of material issues: the original matrix produced by intersecting ESG risks and opportunities has been replaced by a matrix representation that cross-references the relevance of the impacts generated (impact materiality) with that of the economic-financial implications (financial materiality), as required by ESRS standards. This new model supports a more effective definition of strategic medium-long term priorities. (Figure MATERIALITY MATRIX)
- The expansion and enhancement of stakeholder engagement, which in this edition has been conducted in a more timely, in-depth and synergistic manner.

Although not yet subject to the formal obligations of the CSRD, the voluntary adoption of a methodological framework inspired by European standards represents an opportunity for Metelli to improve the quality of reporting, strengthen sustainability governance and position itself proactively in relation to regulatory and market developments.

IMPACT

The scores shown in the graph derive from the summary of the assessments assigned to the individual impacts, aggregated by ESG topic.

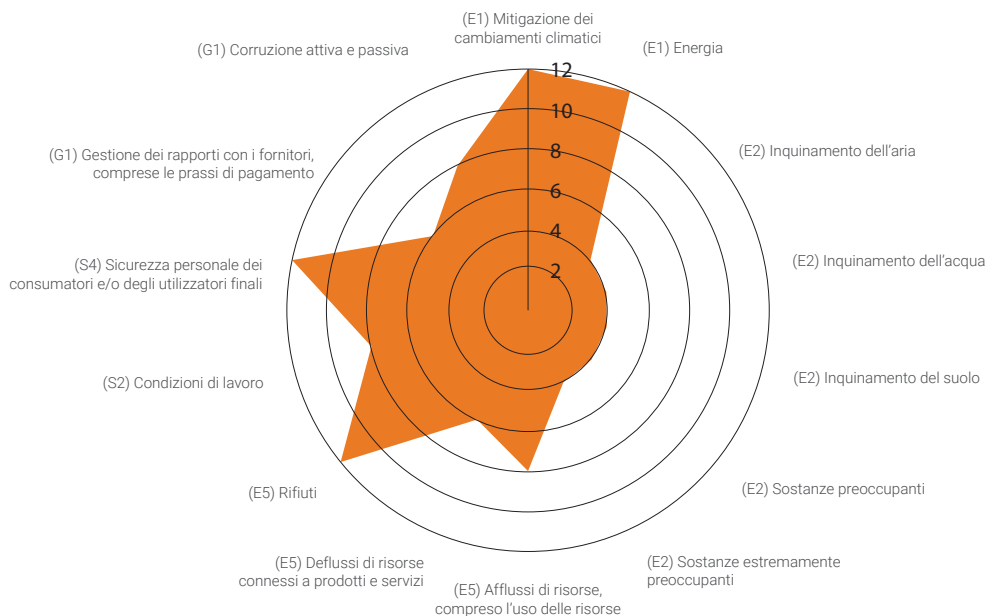
The topics with the highest score are therefore the most relevant from the point of view of the impacts generated, regardless of whether their relevance derives from positive or negative impacts.



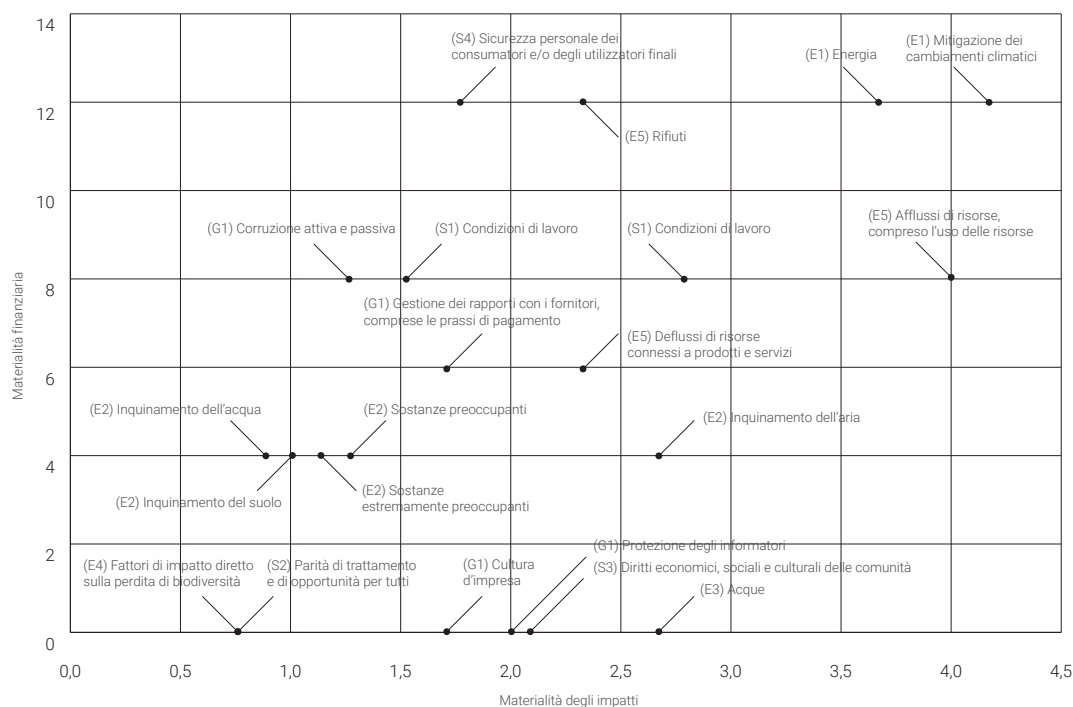
FINANCIAL

The scores shown in the graph derive from the summary of the assessments assigned to the individual risks and opportunities, aggregated by ESG topic.

The topics with the highest score are therefore the most relevant from a financial point of view, regardless of whether their relevance derives from elements of risk, opportunity or both.



MATERIALITY MATRIX



The scores shown in the graph derive from the summary of the assessments assigned to the individual impacts, risks and opportunities, aggregated by ESG topic.

The topics with the highest score in both perspectives are therefore the most relevant, followed by those relevant to only one aspect of the analysis.

STAKEHOLDER PERSPECTIVE AND ENGAGEMENT

The strengthening of the methodological approach coincided with a greater and more qualified stakeholder engagement, considered a key element for checking and enriching the strategic choices of the ESG Plan. Targeted interviews were **held with department managers and external interlocutors, including customers, suppliers and credit institutions to understand their points of view**. The process gathered significant indications on the alignment between business priorities and stakeholder expectations, especially on some fundamental aspects:

Fighting climate change: the fight against climate change has been identified as a central objective, with a growing focus on reducing emissions throughout the value chain. The commitment to monitoring Scope 1 and 2 emissions and the intention to extend the analysis to Scope 3 were positively received.

People and skills: human capital was recognised as a strategic asset to ensure competitiveness and adaptability. Stakeholders appreciated Metelli S.p.A.'s intention to strengthen internal training on ESG issues, promoting a more aware and sustainability-oriented corporate culture.

Environmental footprint: environmental impact management emerged as a strategic priority for Metelli S.p.A., with actions aimed at reducing emissions (in addition to CO₂), sustainable waste management and the progressive elimination of hazardous substances. Stakeholders recognised the importance of structured waste traceability projects, the enhancement of waste with a view to a circular economy and greater control over the use of chemical substances, promoting less harmful alternative solutions. In parallel, the value of efficient filtration systems and the definition of more responsible purchasing policies was highlighted, as levers for a tangible reduction of the ecological footprint.

Ethics and governance: the process of formalising ESG governance was enhanced, in particular the establishment of the specific Committee. At the same time, it was underlined that the credibility of sustainable commitment requires integrity, consistency between objectives and concrete behaviour and a clear definition of measurable and realistic targets, avoiding statements that exceed real operational capacities.

In addition, significant ideas for improving the engagement process emerged from the discussion with stakeholders. The need to overcome the purely survey-based approach, introducing more interactive and participatory modes of dialogue, was also highlighted.

GRI 2-29 Approach to stakeholder engagement
ESRS 2 SBM-2

GRI 3-1 Process to determine material topics
ESRS 2 IRO-1



THE SUSTAINABILITY STRATEGY

ENVIRONMENTAL

TOPIC

OBJECTIVE

Continuous improvement of waste management

ENVIRONMENTAL FOOTPRINT

Progressive elimination of hazardous/highly hazardous substances

Reduction of atmospheric emissions

Adaptation to climate change

FIGHTING AND ADAPTING TO CLIMATE CHANGE

Mitigation of climate change

ENERGY

Reduction of electricity consumption for the production of Compressed Air

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

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

ACTIONS	2024	2025	2026	SDGS
Waste traceability project assessment	●	○	○	
Waste traceability project implementation	○	●	●	
Enhancement of waste to secondary raw material	●	●	○	
Update the full inventory of chemical substances currently used in all operations.	●	○	○	
Cooperate with internal departments, suppliers to develop or identify less harmful replacements for hazardous substances.	●	●	●	
Update the procurement policies and the design and development of process engineering to exclude hazardous substances and give priority to the purchase of safer materials.	○	●	●	
Analysis of centralised air filtration systems	○	●	○	
Implementation of any improvement solutions	○	○	●	
Vulnerability assessment of climate change for each operating site, identifying specific climatic risks and the potential impact on operations and logistics.	○	●	○	
Development and implementation of business continuity including climate risk scenarios.	○	●	○	
Assessment of investments in infrastructural changes to improve the resistance to extreme climatic conditions (e.g., the installation of improved drainage systems, strengthening of structures and efficient cooling systems)	○	○	●	
Improvement in the energy efficiency of buildings and systems	●	○	○	
Investments in renewable energy installations	●	○	○	
Modernisation of the car fleet with electric or hybrid vehicles and the optimisation of logistics to reduce inefficient travel	●	●	●	
Organisation's CF calculation	○	●		
CF reduction plan	○	●	●	
Investment in carbon compensation projects (reforestation or other decarbonisation initiatives).	○	○	●	
Installation of Inverters on the motors of the air filtering plants with an annual reduction of 60MW	○	●	○	
Installation of PHV plant on Plant 1 with Rated Power 600KWP and annual 30% reduction in the consumption of purchased energy	●	○	○	

SOCIAL

TOPIC

OBJECTIVE

OCCUPATIONAL HEALTH AND SAFETY

Develop and promote an effective health and safety management system

Increase in Employee Skills and Training

DEVELOPMENT AND WELL-BEING OF HUMAN CAPITAL

Promotion of diversity and inclusion

Enhancement of people through initiatives linked to well-being and the work-life balance

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

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

ACTIONS	2024	2025	2026	SDGS
Assess investments in technologies that reduce physical risks.	●	●	○	
Develop and implement an innovative health and safety training programme that exceeds statutory obligations	●	●	●	
Safety Day Assessment	●	○	○	
Assess the incentive to use bicycles for commuting	○	●	○	
Progressive creation of career paths for increasing employee skills to support individual growth	●	●	●	
Implement the in-house project "la cassetta delle idee" with the ESG area and continuous feedback system	○	●	●	
Train managers in diversity, equity and inclusion issues and organise workshops to raise awareness among all employees.	○	●	●	
Implement recruitment policies fostering diversity.	●	●	○	
Assessment of gender equality certification				
Enhance well-being support services and work-life balance initiatives also through the integration of welfare services	●	●	●	

GOVERNANCE

TOPIC

OBJECTIVE

**INTEGRATION OF
ESG ASPECTS INTO
CORPORATE GOVERNANCE**

Integrate ESG aspects into Incentive and Remuneration Policies

Improvement of ESG Supervision and Risk Management

BUSINESS ETHICS

Integrate the corporate values, mission and purpose with ESG elements

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

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

ACTIONS	2024	2025	2026	SDGS
Definition of Specific ESG Goals	○	●	○	
Create and implement incentives policies connecting a part of variable remuneration of the management to the established ESG goals.	○	●	●	
Organise training sessions for the management and the Board of Directors on the benefits and importance of ESG aspects, ensuring they understand how these aspects affect company performance and remuneration	○	●	○	
Implement continuous monitoring systems to assess progress in achieving the ESG goals. This includes the creation of a specific committee or the assignment of specific responsibilities to members of the board for supervising progress.	○	○	●	
Create a specific framework to identify, assess and manage ESG risks. This includes the definition of the processes and procedures for sustainability-linked risk management.	●	○	○	
Appoint an ESG manager to supervise and manage risks/opportunities	○	●	○	
Integrate ESG risk assessment and management into periodic reports to the board of directors, ensuring that these aspects are considered in strategic and operational decisions.	○	●	○	
Identify and assess appropriate governance tools	○	●	○	
				

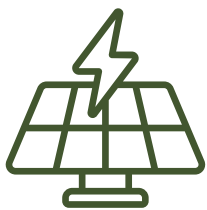
A photograph of a dark-colored car with its trunk open, parked in a forest. A young child is standing next to the car, looking into the trunk. The scene is bathed in warm, golden light, suggesting late afternoon or early morning. The background shows tall trees and dense foliage.

SHARED RESPONSIBILITY THE IMPACT OF OUR ACTIONS

The chapter investigates the progress made regarding environmental protection, the enhancement of human capital and support for the territory, through concrete actions and measurable results, highlighting how sustainability is an integral part of the company culture.



OUR COMMITMENT TO THE ENVIRONMENT



850,000 kWh

Self-produced energy from photovoltaic panels
(+281% vs 2023)

-38%

Energy consumed from fossil sources

-44%

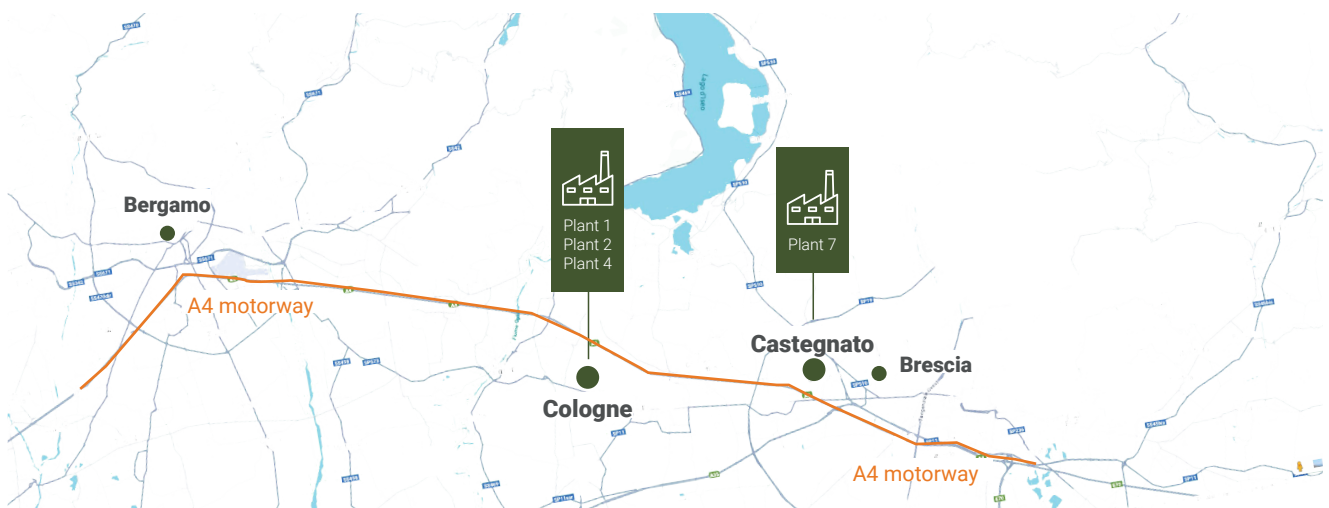
Scope 1 and 2 emissions

Metelli S.p.A. promotes the responsible management of natural resources, integrating environmental criteria into production and organisational activities. All plants are certified according to the UNI EN ISO 14001 standard, confirming a systemic approach to monitoring and reducing environmental impacts.

In 2024, the path towards greater energy efficiency continued: in addition to the installation of photovoltaic systems also at Plant 1, projects were launched to renovate air conditioning systems and accurately measure energy consumption. The aim is to identify areas for improvement, contain waste and reduce emissions.

The company has also adopted solutions to reduce the use of paper, including the digitisation of catalogues and user instructions, and continues to invest in sustainable products, such as copper-free HybriX brake pads and new electric pumps, which increase engine efficiency by reducing consumption.

At the same time, Metelli S.p.A. constantly monitors the main environmental impacts related to its activities: consumption of raw materials, energy and water, greenhouse gas emissions, waste and biodiversity. In future it is also planned to improve emission calculation methodologies in order to include indirect emissions related to the supply chain (Scope 3).





OBJECTIVES, RESULTS AND COMMITMENTS IN SHORT

In the context of the three-year Sustainability Plan, Metelli S.p.A. has defined specific environmental, social and governance objectives, translating them into tangible actions planned for 2024. The table on the environment briefly describes the progress of these objectives, indicating the commitments made, the actions planned, the results actually achieved during the year and new actions planned for 2025, with a view to continuous improvement and progressive alignment with ESG standards.

TOPIC	STRATEGIC OBJECTIVE	ACTIVITIES PLANNED FOR 2024
ENVIRONMENTAL FOOTPRINT	Continuous improvement of waste management	Waste traceability project assessment
		Waste recovery: towards a secondary raw material
	Progressive elimination of hazardous/ highly hazardous substances	Update the full inventory of chemical substances currently used in all operations. Cooperate with internal departments, suppliers to develop or identify less harmful replacements for hazardous substances
FIGHTING AND ADAPTING TO CLIMATE CHANGE	Adaptation to climate change	No specific actions were planned in 2024
		Improvement in the energy efficiency of buildings and systems
	Mitigation of climate change	Investments in renewable energy installations Modernisation of the car fleet with electric or hybrid vehicles and the optimisation of logistics to reduce inefficient travel
ENERGY	Reduction of electricity consumption for the production of compressed air	Installation of PHV plant on Plant 1 with Rated Power 600KWP and annual 30% reduction in the consumption of purchased energy

RESULTS 2024	COMMITMENTS FOR 2025	SDGS
The objective is to select a single supplier for waste management to be extended to all companies This objective is in progress and an alignment meeting between the functions involved is scheduled, with a view to its completion by 2025	Waste traceability project implementation	
Similarly to the previous point, the objective is to identify a supplier that can manage and increasingly enhance waste	Continue to enhance waste, transforming it into secondary raw material	
Activity completed	Update the procurement policies and the design and development of process engineering to exclude hazardous substances and give priority to the purchase of safer materials	
Activity postponed to 2026 due to organisational changes	See side comment	
	- Vulnerability assessment of climate change for each operating site, identifying specific climatic risks and the potential impact on operations and logistics - Development and implementation of business continuity including climate risk scenarios	
A first calculation of Scope 1 and 2 was carried out. A full Carbon Footprint was rescheduled for the first two months of 2026, based on 2025 data.	Start data collection 2025, to carry out the Carbon Footprint analysis in 2026	
Photovoltaic panels installed in plant 1	Installation of photovoltaic panels on plant 4, with completion of the work scheduled for the last quarter of 2025	
An electric vehicle purchased	In the process of purchasing a second electric vehicle	
The objective has been fully achieved	Installation of Inverters on the motors of the air filtering plants with an annual reduction of 60MW	

TOWARDS INCREASINGLY SUSTAINABLE ENERGY CONSUMPTION

Metelli S.p.A. uses electricity and thermal energy to power its production, logistics and management activities. According to the MISE Decree of 21 December 2017, the company is classified as a hard-to-abate industry, due to the high energy requirements connected to industrial processes. Electricity is the main source, used for technological production systems, internal handling, warehouses and general services (lighting, air conditioning, heating, offices). Thermal energy, on the other hand, comes from the use of methane gas for heating and fuels (petrol and diesel) for the company fleet.

In 2024, Metelli S.p.A. consolidated its commitment to increasingly sustainable energy management, completing a significant transition in the energy mix used. Confirming the company's desire to reduce the environmental impact of its activities, the year saw a sharp increase in the share of energy from renewable sources, both self-produced and purchased from certified suppliers.

At the beginning of 2024, a new **640 kW** photovoltaic system installed on the roofs of **Plant 1** came into operation, in addition to the plant already in operation since 2023 at **Plant 2**, with a power of **800 kW**. With these investments, increasing-

ly more electricity needs are covered by self-produced solar energy, accompanied by renewable energy purchased on the market through **Guarantees of Origin**.

The graph below clearly illustrates the **composition of total energy consumption** over the last three years: while in 2022 and 2023 energy came almost exclusively from fossil sources, in 2024 almost half of consumption was covered by renewable sources.

In detail:

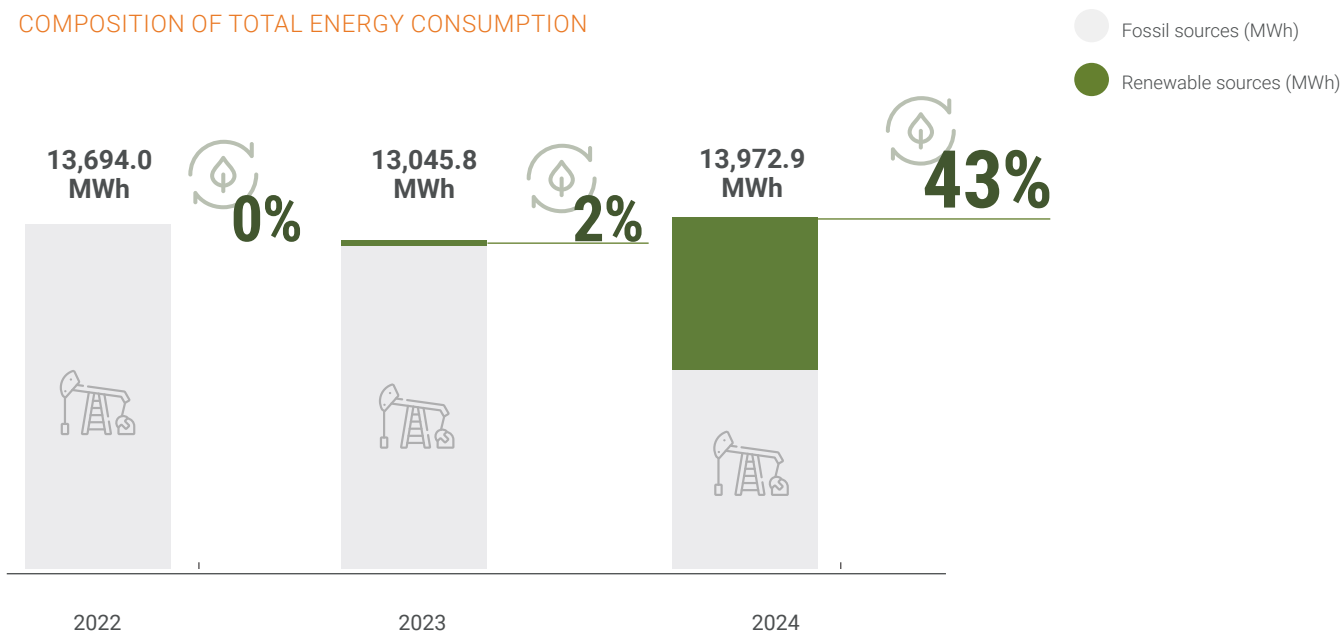
Overall consumption remains substantially stable over the three-year period.

The share of renewable energy rose from **0% in 2022**, to **2% in 2023**, and to **43% in 2024**.

Energy from fossil sources has been reduced by more than 40% compared to 2022.

This transformation testifies to Metelli's determination to make its production system more sustainable, tangibly contributing way to the energy transition.

COMPOSITION OF TOTAL ENERGY CONSUMPTION



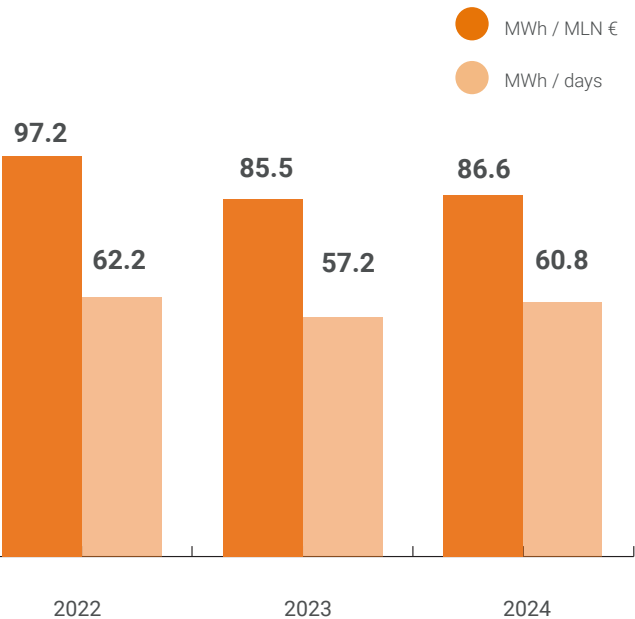
ENERGY INTENSITY

Energy intensity is a key indicator to evaluate the efficiency in the use of energy by the organisation. It measures how much energy is consumed in relation to a reference activity, such as the turnover generated or the number of days of operation. This indicator is used to read consumption not only in absolute terms, but also according to the size and activity of the company, offering a more accurate view of energy performance over time.

In the three-year period 2022–2024, Metelli S.p.A. maintained stable energy consumption in relation to both **net revenues** and **plant operating days**, confirming its focus on efficiency, even in an evolving and growing production context.

As shown in the graph, the MWh indicator per millions of euros of revenues fell from **97.2 in 2022 to 86.6 in 2024**, after the minimum recorded in 2023. At the same time, the average daily energy consumption also maintained constant values, a sign of consistently careful resource management.

ENERGY INTENSITY BASED ON NET REVENUES AND DAYS OF OPERATION



INNOVATION AND RESEARCH TO REDUCE ENERGY CONSUMPTION

The Italian automotive sector is called on to interpret the ecological transition as an opportunity for industrial, cultural and technological growth. In this context, Metelli S.p.A. is leading a process that combines innovation and sustainability, contributing to the development of solutions for increasingly efficient and low-emission mobility.

Among the most relevant projects is **HYPER – HYbrid Propulsion for Electric Realignment**, launched in 2019 with the support of the Lombardy Region. The project aimed to develop electrified automotive components, capable of increasing the vehicle's energy efficiency. Coordinated by Metelli, the project involved leading players of the calibre of Ferrari, Same, Magneti Marelli Motorsport, E-Novia, Sisme, the University of L'Aquila and 1000 Miglia.

A central focus was **the electrification of auxiliary components**, with significant benefits for overall efficiency and emission reduction. Among the main results:

- **an innovative hydraulic pump** with 80% efficiency at the point of use;
- **a complete range of electric pumps** from 12V to 48V, intended for vehicles of all types, from sports cars to work vehicles.

The solutions developed are already in the production phase, marking an important step in the industrial spread of high-performance and low energy consumption components.

The project also included an **advanced study on** powertrain thermal management, to further improve the consumption of electrified vehicles.

The results of Hyper led to **PEMSO – Electric Pumps for Sustainable Mobility**, a new project developed with the University of L'Aquila. Current objectives include:

- the development of **primary electric pumps** with high efficiency and reliability;
- the **prototyping of electric motors** with low rare earth content;
- **optimising in-vehicle operation** to reduce consumption and emissions.

These projects demonstrate Metelli's active role in the transformation of the automotive supply chain, through solutions that reduce energy requirements per unit produced and accelerate the transition to cleaner, smarter and more sustainable mobility.



DIRECT AND INDIRECT GHG EMISSIONS (SCOPE 1 AND 2)

In the three-year period analysed, Metelli S.p.A. systematically monitored direct and indirect greenhouse gas emissions, in line with the provisions of the GHG Protocol, distinguishing between:

Scope 1: direct emissions from company-controlled sources (such as boilers, company fleets and refrigeration systems);

Scope 2: indirect emissions from purchased energy, measured according to two approaches:

Location-Based: based on the national average energy mix;

Market-Based: based on the actual energy supplier and the use of Guarantees of Origin.

Direct emissions – Scope 1

In 2024, for the first time, the calculation of Scope 1 emissions also includes **refrigerant gases** used in company

plants, in particular **R407C** and **R452A**, which contributed a total of **17.4 tCO₂eq**. This resulted in an overall increase in direct emissions, which rose to **623.7 tCO₂eq**, an increase of **+24.25%** compared to 2023. The main sources remain natural gas and diesel for the company's fleet, both increasing in 2024 as a result of greater use of plants and a more active fleet.

Indirect emissions – Scope 2

Scope 2 emissions show two different dynamics:

The **Location-Based** approach records substantial stability between 2023 and 2024 (**-1.75%**), consistent with the national mix.

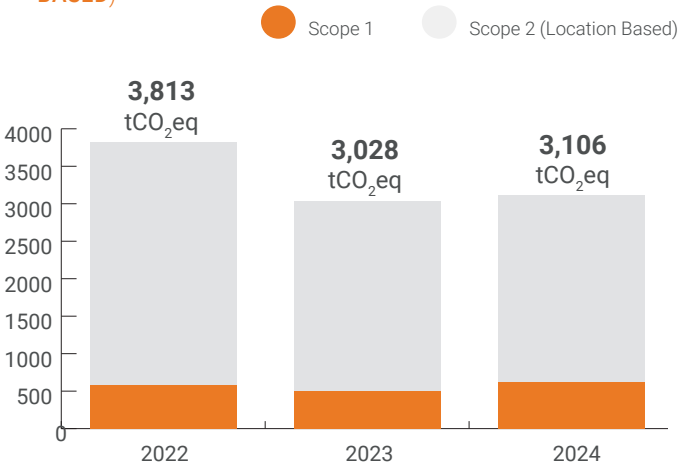
The **Market-Based** approach, on the other hand, recorded a **marked decrease of 51.18%**, from **5,270.8 to 2,573.1 tCO₂eq**, thanks to the purchase of electricity from renewable sources certified by **Guarantees of Origin (GO)**.

TOTAL EMISSIONS

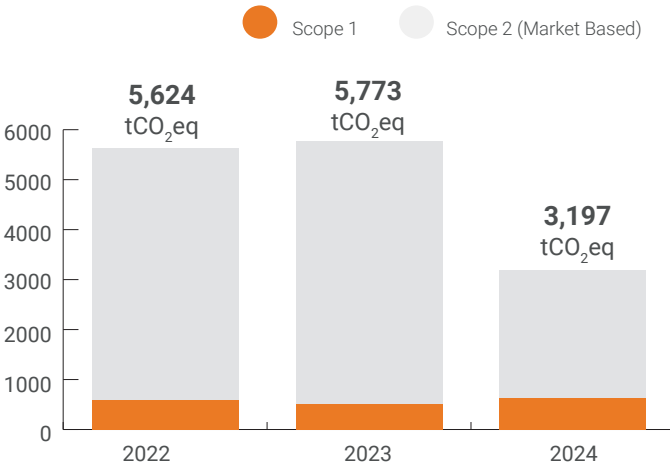
The total greenhouse gas emissions (Scope 1 + Scope 2): **Location-Based:** stable (+2.56%) at **3,106 tCO₂eq**

Market-Based: sharply reduced to **3,197 tCO₂eq**, compared to **5,773 tCO₂eq** in 2023

TOTAL GHG EMISSIONS (SCOPE 1 + SCOPE 2 **LOCATION BASED**)



TOTAL GHG EMISSIONS (SCOPE 1 + SCOPE 2 **MARKET-BASED**)



GREENHOUSE GAS (GHG) EMISSION INTENSITY – MARKET-BASED APPROACH

To more effectively monitor the performance of its environmental performance, Metelli S.p.A. calculates emission intensity in relation to two indicators: **net revenues** and **days of plant operation**. This allows us to understand how emissions vary with productivity and operating time, offering a more structured view of environmental efficiency over time.

In 2024 there was a **marked reduction in emission intensity**, calculated according to the **Market-Based** approach that takes into account the actual characteristics of the energy purchased. The choice to purchase electricity from renewable sources certified through Guarantees of Origin (GO) has

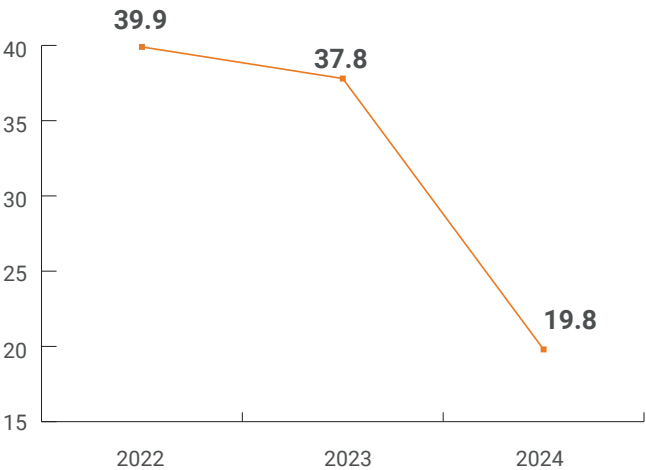
had a significant impact on indirect emissions (Scope 2), resulting in a clear improvement in all indicators compared to previous years.

As the graphs show, the emission intensity values almost halved in 2024 compared to the previous two years:

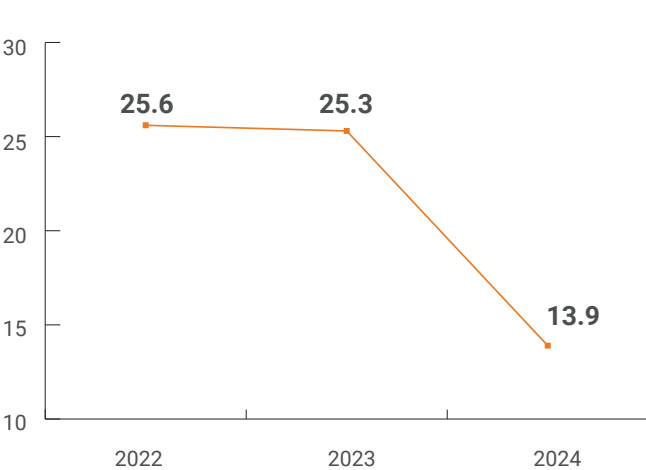
Emissions per unit of turnover increased from 39.9 tCO₂eq/MLN € in 2022 to 19.8 tCO₂eq/MLN € in 2024.

Emissions per day of operation decreased from 25.6 tCO₂eq/day to 13.9 tCO₂eq/day over the same period.

GHG MARKET-BASED INTENSITY FOR NET REVENUES (tCO₂eq/MLN €)



GHG MARKET-BASED INTENSITY FOR DAYS OF OPERATION (tCO₂eq/DAYS)



ATMOSPHERIC EMISSIONS

Metelli S.p.A. adopts a rigorous approach to the control of emissions generated by its production plants, in compliance with current environmental regulations. Currently there are **6 conveyed emission points**, distributed in the company's two main production sites.

Plant 1:

- Emissions **E1, E2**

System with first stage pre-filtration and condensation, second stage filter with glass microfibre bags with coalescence effect (compliant with form DC.CF.01 to DGR 3552/2012).

Plant 2:

- Emissions **E1, E2, E3, E4**

(Triple stage abatement: first filter stage consisting of drop separator, second filter stage consisting of acrylic corrugated pre-filter, and third filter stage consisting of high efficiency compact filter.

In Plant 2 there is also a **fugitive emission (identified as Ed1)** supporting the FCA department. In this case, emissions are not conveyed, but treated directly on the machine and returned to the working environment after appropriate filtration. Each operating machine is in fact equipped with HEPA filters, which ensure highly efficient pollutant abatement (absolute filters on the machine compliant with UNI EN 1822:2010).

All emissions are monitored through periodic checks, aimed at verifying that the levels of total dust and PAH (Polycyclic Aromatic Hydrocarbons) remain within the legal limits.

This equipment effectively allows the company to significantly reduce the impact of mechanical machining emissions, while ensuring air quality in indoor work environments.

POINTS OF EMISSION INSIDE THE PLANTS

	Plant	Emission	Description
	Plant 1	E1, E2	Mechanical processing
		E1, E2, E3, E4	Mechanical processing
	Plant 2	Ed1	Mechanical machining and laser marking

MANAGEMENT OF WATER RESOURCES

Metelli S.p.A. uses water resources for both sanitary and production purposes, carefully monitoring potential environmental impacts, in particular the interaction with water as a shared resource.

The plants are located in the municipalities of **Cologne** and **Castegnato** (province of Brescia), within the **Po river basin**, an area classified as **medium-high risk of water stress** according to the WRI Aqueduct Water Risk Atlas. The main environmental risks associated with water concern physical factors: **limited availability, recurrent episodes of drought and withdrawals exceeding the regeneration capacity** of local water resources. On the other hand, the risks related to water quality are **low or medium-low**.

Water withdrawal and water consumption

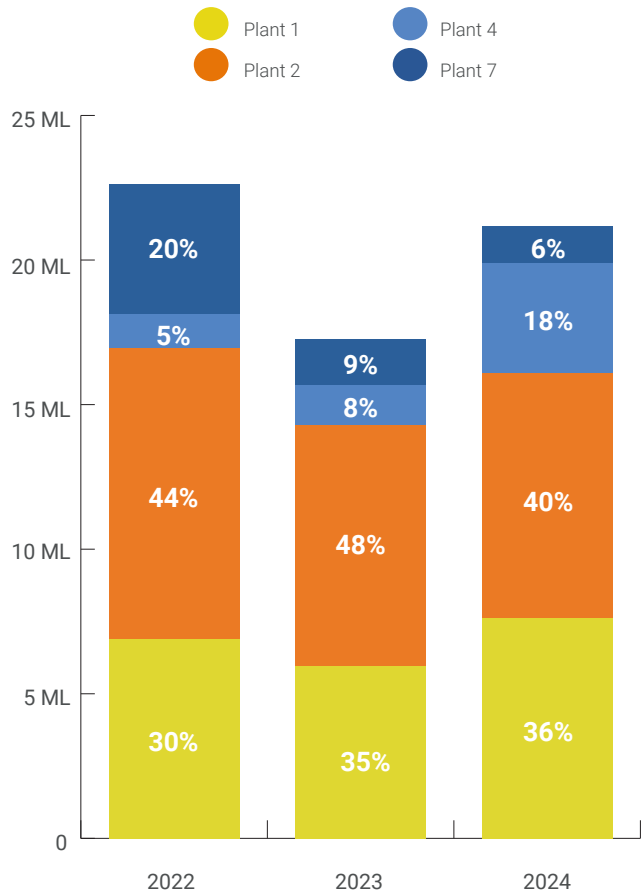
Metelli S.p.A. mainly sources from the municipal water supply, with the exception of Plant 7, which uses a well to cover its water needs. In Plants 1, 2 and 4, water is used for different purposes, including sanitary use (bathrooms, changing rooms, canteens), process use (preparation of emulsions and cleaning of the plants), technological use (Cooling) and supplying the fire-fighting network. In the case of Plant 7, the well water is intended for irrigation of external areas and for the fire-fighting system, supported by a reserve tank.

In 2024, the company's total water consumption was 21,179 m³, corresponding to approximately 21.2 Megalitres. This was up on 2023 (17,262 m³), due in particular to some extraordinary operations carried out between December 2023 and summer 2024, including the complete washing of the emulsion tanks for aluminium and cast iron processing, which required the complete emptying and filling of the plants. The factories with the highest withdrawals are those with the highest production intensity: Plant 2 represents 40% of the total consumption with 8,465 m³ withdrawn, followed by Plant 1 with 36% and 7,610 m³. Plant 4, which recorded a significant increase in consumption (from 1,405 m³ to 3,831 m³), suffered the effects of the recent transformation from a production site to a logistics hub, which involved a review of packaging activities and types of packaging, with relative adaptation of the plants. Plant 7, on the other hand, is confirmed as the site with the lowest impact in terms of water consumption, with only 1,273 m³ withdrawn in 2024, mainly for irrigation and supply of the fire-fighting network.

In 2024, the company updated **the analysis of the local hydrological context**, mapping the water network in the affected areas. In **Cologne** (Plants 1, 2 and 4), the territory is crossed by a dense network of irrigation canals, including the **Seriola Fusia**, the **Roggia Miola** and the **Roggia Mioletta**, without hydro-geological instability or restrictions set by the Basin Authority.

In **Castegnato** (Plant 7), we find the **Gandovere** and Laorna rivers, the latter a tributary of the former. Here too there is a widespread network of ditches and canals, typical of the **minor hydrographic network** of the plain areas.

TOTAL WATER CONSUMPTION BROKEN DOWN BY YEAR AND PLANT



BIODIVERSITY AND ECOSYSTEMS

Metelli S.p.A. conducted a **preliminary analysis** to assess the potential impacts of its activities on **local biodiversity**, with reference to the operating sites in the municipalities of **Cologne** (production and logistics hubs) and **Castegnato** (logistics plant), in the province of Brescia.

Although the sites are located about **10 km** from the **Torbiere del Sebino Nature Reserve** – a wetland of high ecological value, part of the **Natura 2000 Network** and designated **SAC**

and **SPA** according to the Habitats and Birds Directives – none of the plants are located in **protected areas** or in **areas of high nature value**.

According to the **Provincial Territorial Coordination Plan (PTCP)**, the areas in which the company plants are located are intended for **production activities** and **do not present environmental criticalities** or significant **hydrogeological risks**.

Impact of activities on biodiversity

The company's activities did not result in significant alterations of local ecosystems. In particular, there were no direct impacts on biodiversity attributable to habitat changes, the introduction of invasive alien species or the use/emission of substances dangerous to the environment.

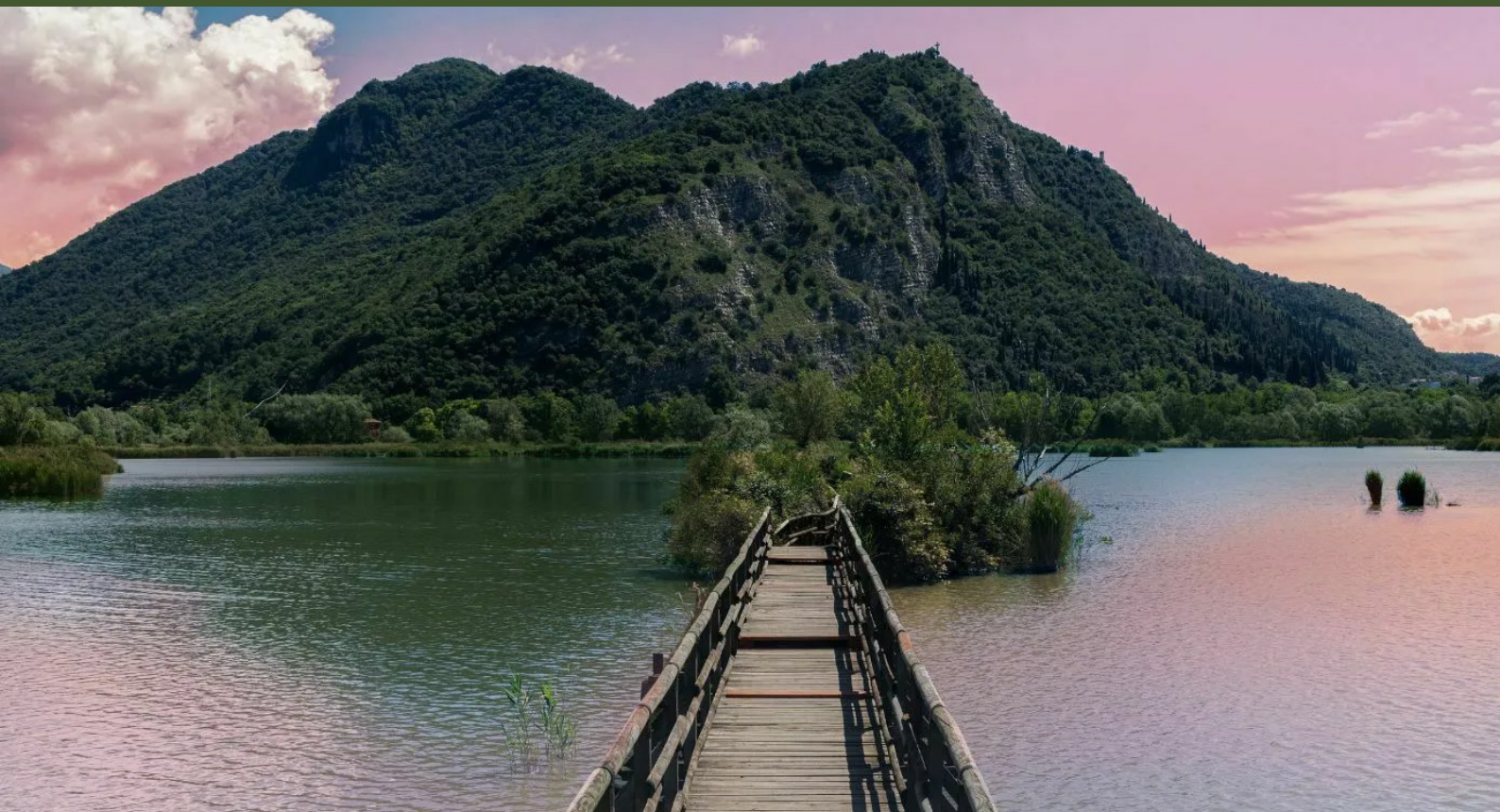
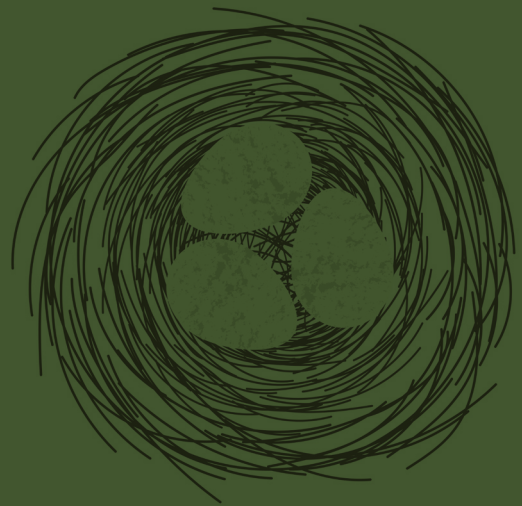
The context analysis was supported by the consultation of Table 3.3 of the PTCP, which identifies the sensitive elements of and environmental pressure on the area, confirming the absence of critical interference between company plants and environmental protection areas.

PLANT	TYPE	MUNICIPALITY	AREA (SQM)
 Plant 1	Productive	Cologne	32,541
 Plant 2	Productive	Cologne	60,340
 Plant 4	Logistics	Cologne	25,024
 Plant 7	Logistics	Castegnato	12,674

IUCN Red List species and national conservation list species with habitats in areas affected by operations

An analysis was carried out on the presence of nesting bird species within the Torbiere del Sebino Nature Reserve, with the aim of verifying the potential proximity of species included in the IUCN "Red List" with respect to the company's plants.

The results highlighted the presence of nine threatened species, including five classified as critically endangered. Despite the proximity of the protected area, the overall analysis shows that the company's activities do not generate direct impacts or environmental externalities relevant to local biodiversity. This assessment is based on the environmental and geographical characteristics of the plants, as well as on the type of production processes, as already described in the previous paragraphs.



ESRS E4

RESPONSIBLE MANAGEMENT OF RESOURCES AND WASTE FROM A CIRCULAR PERSPECTIVE

Recycled input materials used

Aluminium used comes from secondary alloys, obtained through the recycling of used aluminium materials. The use of secondary aluminium brings significant environmental and economic benefits: it requires significantly lower energy consumption than the production of primary aluminium and lower greenhouse gas emissions, thus contributing to the reduction of the overall environmental impact. In addition, increasing the use of primary and secondary raw materials limits the extraction of bauxite, preserving non-renewable natural resources.



WASTE GENERATION AND SIGNIFICANT IMPACTS

Metelli S.p.A. 's waste production is analysed along three main stages of the value chain:

- **Upstream**, which includes waste such as packaging and defective or unused materials;
- **Core**, relating to waste generated directly from the production process, such as auxiliary materials and scrap;
- **Downstream**, linked to the end-of-life phase of the product.

For each plant, the company has represented the material inflows and outflows in detail, illustrated in the graphs shown in the appendix. This integrated vision assures an accurate mapping of the environmental impacts associated with waste generation and defines targeted improvement actions.

Currently, a quantitative analysis that specifically links each phase (upstream, core, downstream) to the volumes of waste generated is not yet available, as reporting takes place on an aggregated basis through the Annual Waste Statement (MUD).

Among the short-term objectives, the company plans to increase the level of detail in the analysis of waste streams,

in order to more accurately identify the actual and potential impacts associated with their management.

Metelli S.p.A. adopts **measures to reduce environmental impacts and risks to health and safety, starting with the** selection of raw materials, favouring products with low impact, high recycled content or greater recyclability. Materials such as recycled plastic and "green" glues have been introduced, and processes have been optimised through automatic dispensers to reduce waste and direct contact with substances. During the design phase, the company pays particular attention to safety in use, especially for critical components such as brakes and drives, investing in quality systems and certified compounds (R90, Better Brake Law) to limit the dispersion of heavy metals. Operating instructions and information materials accompany the products to avoid assembly errors that could cause environmental impacts.

Waste management is entrusted to qualified third parties, with **traceability guaranteed through the "eSTARweb" software**, updated in accordance with current legislation. The company has also adopted an internal procedure for the correct management of waste, which defines operational activities, roles and responsibilities, ensuring a controlled and standardised process on all sites.

WASTE GENERATED

Waste production is closely connected to the day-to-day production activities. As shown in the table in the appendix, in the three-year period 2022–2024 most of the waste was attributable to Plants 1 and 2, which are the main production centres of Metelli S.p.A. In particular, in 2024 these two sites generated about 91% of total waste, while Plant 4 contributed 6.6% and Plant 7 just over 2%.

Plant 7, acquired in 2022, showed a temporary peak in waste production in 2023, reaching 9% of the annual total, before drastically reducing in 2024 to values similar to those of the first year of acquisition (about 2.1%).

Over the three-year period, a gradual reduction in waste produced by Plants 1 and 4 can be observed. In particular, for Plant 4, the progressive transformation from a production

plant to a logistics hub – with the dismantling of production lines and the reorganisation of packaging activities – has led to a change in the type of waste generated and a significant reduction in overall quantities.

The most quantitatively relevant waste category is confirmed to be that of **"Metals"**, which in 2024 represented 58% of the total waste produced (down from 63% in 2023 and 71% in 2022). They are followed by **"Paper and cardboard"** (9%), **"Wood"** (8.6%) and **"Oils, waxes, emulsions and solvents"**, which show a significant increase reaching 13.4% in 2024. **"Aqueous solutions"** cover 6%, while **"Sludge"** is reduced to 2%. The evolution of the waste composition is therefore consistent with the production and logistical changes that have taken place in the plants.

WASTE CLASSIFICATION - HAZARDOUS AND NON-HAZARDOUS WASTE

In 2024, the waste produced by Metelli S.p.A. consisted mainly of **non-hazardous** waste, representing about **82%** of the total, while **hazardous waste** accounts for the remaining **18%**. This distribution confirms the trend of previous years, while highlighting a slight increase in the share of hazardous waste compared to 2023.

The data shown in the tables in the appendix detail the quantities of waste divided by type (hazardous and non-hazardous) and by destination (recovery or disposal), offering a transparent and timely view on the management of outflows from the different company plants.

WASTE DIVERTED FROM DISPOSAL AND WASTE DIRECTED TO DISPOSAL

In 2024, in line with a circular economy approach, almost all the waste produced was diverted to recovery operations. **The share of waste diverted to recovery amounts to 92% of the total**, while only 8% was directed to disposal. The distribution among the different treatment destinations is substantially stable compared to previous years, as illustrated in the table in the appendix.

In 2024, the main category of hazardous waste produced by Metelli S.p.A. consisted of **"Oils, waxes, emulsions and solvents"**, present in all plants. In **Plants 1 and 2**, hazardous waste also included the categories **"Sludge"** and **"Aqueous solutions"**, which continue to represent a significant share of the outflows.

With regard to **non-hazardous waste**, the most relevant category in terms of quantity is that of **"Metals"**, which is confirmed as the predominant fraction among the materials destined for recovery.



ACTIVITIES FOR PEOPLE



365
Employees

223 Men

142 Women

100%

of active contracts are permanent

88%

Full-time jobs

SOCIAL RESPONSIBILITY

Metelli S.p.A. enhances its people as a primary resource. The accent on human relations, a focus on occupational safety and environmental protection, as well as attention to well-being and staff training, are key to personnel management. This philosophy reflects the family spirit that underlines the corporate governance. Rooted in its corporate mission, Metelli S.p.A. is committed to all aspects of social responsibility and integrates its responsibilities to civil society in its corporate structure. It works actively in the local community with sporting associations and charities. Workers: A total of 353 employees work for Metelli S.p.A., **223 men and 142 women**. From workers to managers, they are **all beneficiaries of collective bargaining agreements** (CCNL Metalmeccanica Industria); while the executives fall under the Industrial Managers Contract. **All active contracts are permanent. Full-time**

jobs (88%) are much more frequent than part-time jobs. The company does not use workers on zero-hours contracts.

The previous indicators were calculated on the basis of the number of persons in the company at 31.12.2024. No significant variations in the company population were recorded during the year. The activities listed below are usually contracted out: goods receipt, assembly department staff, canteen service, reception service, packaging, shipping, cleaning services, internal handling, loading/unloading, picking. Depending on contingent operational needs, such as temporary increases in work loads, Metelli S.p.A. also makes recourse to temporary workers. It also usually takes on interns and apprentices with a view to recruitment. In 2024 there were around thirteen temporary workers and four interns.



OBJECTIVES, RESULTS AND COMMITMENTS IN SHORT

As for the environment, the table provides a summary of the progress made towards social objectives, the commitments made, actions planned, results actually achieved during the year and the new actions planned for 2025.

TOPIC	STRATEGIC OBJECTIVE	ACTIVITIES PLANNED FOR 2024
OCCUPATIONAL HEALTH AND SAFETY	Develop and promote an effective health and safety management system	Assess investments in technologies that reduce physical risks.
		Develop and implement an innovative health and safety training programme that exceeds statutory obligations
		Safety Day Assessment
DEVELOPMENT/ WELL- BEING OF THE HUMAN CAPITAL (INTEGRATED TOPICS)	Increase in Employee Skills and Training	Progressive creation of career paths for increasing employee skills to support individual growth
	Promotion of diversity and inclusion	Implement recruitment policies fostering diversity.
	Enhancement of people through initiatives linked to well-being and the work-life balance	Assessment of gender equality certification
		Enhance well-being support services and work-life balance initiatives also through the integration of welfare services

RESULTS 2024

COMMITMENTS FOR 2025

SDGS

Design the assembly bench and layout review (500K), to be implemented in 2025

Implement the assembly benches

Training breaks have been introduced directly in production to raise staff's awareness of the topic and their function (about 50 hours from November). General information sessions for new hires on regulations and work-related risks

Continue the awareness program also in onboarding activities

Activity deferred for evaluation to 2025

Assess the incentive to use bicycles for commuting

10,000 hours of training for employees (approximately 7,600 of a technical and behavioural nature); areas of intervention: technical, linguistic, quality, IT and soft skills development. Training topics have also been introduced on sustainability issues

1. Continuing creation of career paths for increasing employee skills to support individual growth (specific training budget) 2. Implementation of the internal initiative "The Idea Box" sheet with the specific ESG area in the suggestions

Redefined the perimeter of promoting diversity towards its enhancement in all personnel areas and not only during recruitment

Train managers in diversity, equity and inclusion issues and organise workshops to raise awareness among all employees.

Activity deferred for evaluation to 2025

Assessment of gender equality certification

The welfare platform with services for employees and their families was also confirmed for 2024. Flexible working hours confirmed especially for mother workers and the individual application of smart working to staff functions. Summer event at a winery in Franciacorta in which some employees of the group's companies also participated, to encourage networking and the sponsorship of well-being initiatives such as the BAM race.

Continuing study and evaluation of initiatives to strengthen well-being support services and work-life balance services, also through the integration of welfare services



PROTECTING OCCUPATIONAL HEALTH AND SAFETY

Metelli S.p.A. considers the protection of occupational health and safety a priority value and a permanent objective, to be pursued not only in full compliance with current regulations, but also through a continuous commitment to improving working conditions. The company complies with the provisions of Legislative Decree 81/08 and promotes a proactive approach to risk prevention: every director, employee, collaborator and person acting on behalf of the company is required to observe with the utmost care all the prevention and safety measures adopted, to protect themselves and others. In this perspective, all company decisions, from design to technical aspects up to operational implementation, are driven by the general principles of protecting occupational health and safety.

Metelli S.p.A. has also adopted an **Organisation, Management and Control Model** in accordance with Legislative Decree 231/2001, which includes a specific protocol for the management of risks related to occupational health and safety. The protocol defines the control measures implemented to prevent any regulatory violations in this regard.

The company has adopted an **Occupational health and safety management system**, certified according to the **UNI EN ISO 45001** standard, which applies to the entire company population. Workers are actively involved through periodic internal audits. The organisational structure provides for a hierarchy of responsibilities: the Employer (DL) is supported by Delegates and Supervisors for the implementation and supervision of the planned measures. The system is chaired by the HSE Manager, who also holds the role of Prevention and Protection Service Manager (RSPP), in coordination with the Prevention and Protection Service.

The participation of workers is guaranteed through the figure of the **RLS** (Workers' Safety Representative), elected within the trade unions, and the **Occupational Physician**, appointed by the DL, takes care of health monitoring. Specific fire-fighting, evacuation, environmental emergency and first aid teams are also in place.

Hazard monitoring and **risk assessment** are carried out in compliance with current regulations, using qualified internal and external personnel, and are formalised in the **Risk Assessment Document (DVR)**, which analyses risks by department and by task. These assessments are reviewed annually: in 2024 the main risks identified concerned mechanical activities (manual handling of loads, repetitive movements, use of machinery) and chemical, acoustic and environmental risks (traffic, fugitive emissions). The trend of **work-related accidents** and

injuries is constantly monitored and managed to maintain the levels as low as possible.

Health and safety training is provided to all employees, in **accordance with the State-Regions Agreement**, both for general training and for specific risks. Internal or external trainers are qualified according to the criteria set out in the agreement. The training takes place during working hours and includes evaluation tests to verify its effectiveness.

In addition to mandatory measures, the company also promotes the well-being of its employees in personal and family life, offering access to a **supplementary health care fund**. The company health plan, "**Metasalute MS1 Plan**", offers higher benefits than the basic plan, with direct and indirect reimbursements also for family members.

If **contractors** are present on site, the **Single Risk Assessment Document (DUVRI)** is drawn up and delivered, to inform companies of the risks present and the prevention and protection measures to be adopted. In 2024, it is also planned to develop a procedure for the **evaluation of suppliers**, which includes health and safety aspects.

In the reporting period, **there were no incidents involving contract workers or other workers who are not employees under the control of the company**. In addition, **no work-related ill health was reported**, for employees or other workers.

0

Accidents involving contract workers or other workers who are not employees under the control of the company

0

Reported work-related ill health

TRAINING AND SKILLS DEVELOPMENT

Metelli S.p.A. promotes the professional and personal development of its employees through structured training courses, in line with company values and strategic objectives.

Training is a pillar of our commitment to social sustainability, as it helps to strengthen internal skills and enhance human capital.

During the year, training and refresher courses were organised, both in the classroom and directly in the field (on-the-job training), with the support of qualified internal trainers and external experts. The main thematic areas covered include:

- **Health, Safety and Environment (HSE)**
- **Sustainability and social responsibility**
- **Quality and business procedures**

- **Technical and professional training**
- **Soft skills**

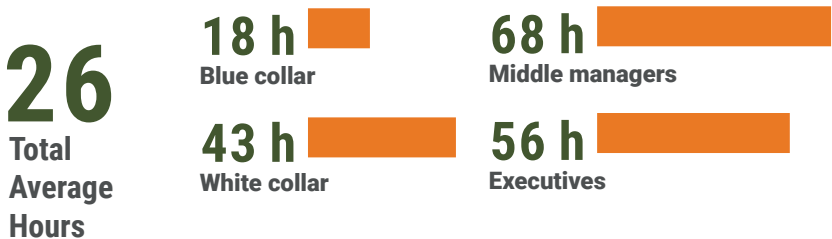
Particular attention was paid to succession plans and generational turnover, in which training plays a key role in ensuring the continuity of skills.

New hires follow a multidisciplinary training onboarding path, designed to promote effective integration in the different business areas.

All employees also participate in an annual performance and potential assessment, which allows them to identify specific training needs and plan targeted interventions for the following year.

AVERAGE HOURS OF TRAINING PROVIDED

AVERAGE HOURS PER CATEGORY

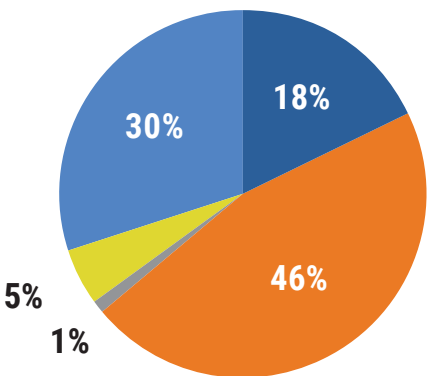


AVERAGE HOURS BY GENDER



TOTAL NUMBER OF HOURS DELIVERED AND DISTRIBUTION OF PERCENTAGE, DIVIDED BY TOPIC

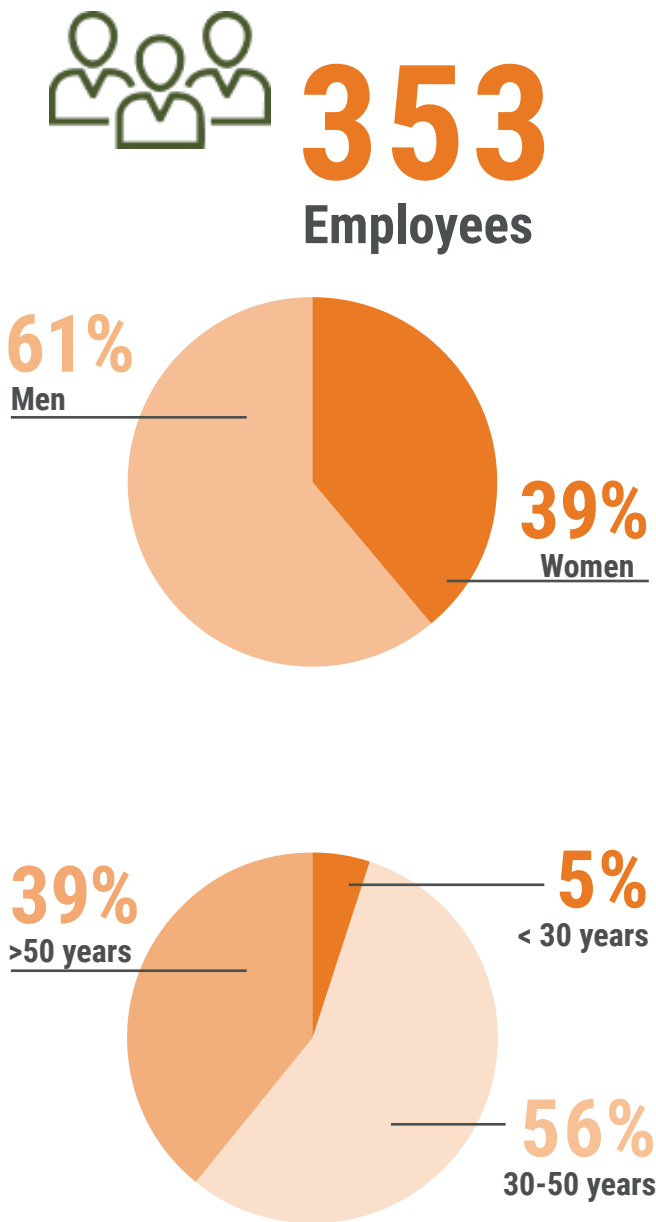
- Health and Safety
- Professional training/skills acquisition
- Environment training
- Quality training and internal procedures
- Other



DIVERSITY, EQUAL OPPORTUNITIES AND
NON-DISCRIMINATION

In line with the principles laid down in its Code of Ethics, Metelli S.p.A. does not tolerate any form of discrimination or unfair treatment based on gender, race, disability, ethnic or cultural origin, religion or belief, age, sexual orientation or political conviction. All persons operating in the name and on behalf of the group – including Directors, Statutory Auditors, Employees, Agents, Consultants and Collaborators, both in Italy and abroad – are required to respect the dignity, privacy and personality rights of each individual. Collaboration with people of any nationality, culture, religion, race and social status is an integral part of the company culture. These practices are also covered by the Protocol on the selection and management of personnel provided for by Legislative Decree 231. In 2024 no incidents of discrimination were reported. In line with the principle of equity, the remuneration system – both the monetary component and the benefits – is based exclusively on objective criteria such as training, experience, professionalism, merit and achievement of objectives. Metelli SpA is thus committed to ensuring equal opportunities for growth and recognition for all its employees. With reference to the two main diversity characteristics (gender and age), we report that the Board of Directors of Metelli S.p.A. consists of six men, one of whom is in the 30-50 age group and the other five over 50. No minority categories are represented in the BoD.

The distribution of the population of Metelli S.p.A. is shown in the graphs below.





COMMUNITY RELATIONS

Metelli S.p.A. has deep roots in its local territory, where it was founded and has developed and prospered. Every year, it promotes and undertakes numerous initiatives to strengthen this bond and engage the local community, aiming to foster the creation and dissemination of common value.



Participation in the Brescia Art Marathon 2024

The sports event BAM, Brescia Art Marathon, has for years been a sporting feature of Brescia and has also become an opportunity where Confindustria Brescia companies and their employees share common goals and promote aggregation, visibility and health. For us, participation in BAM 2024 was also a charity event, associated to fundraising for two local associations: Metelli S.p.A. took part both by sponsoring the event and by supporting the participation of its employees: 10% of them joined the non-competitive race also in 2024, and 2% took part in the competitive 21 km and 10 km marathon.

ESRS S3

Pallamano Cologne sponsorship

A.S.D. Pallamano Cologne, known as Metelli Cologne, was set up in 1984 by a professor and group of students, and immediately began to achieve success, even reaching the national handball final at the Youth Games. From there, it went on to win the "Serie A1" league in 1997/98, marking its mark as one of the great national teams. Today, the team plays honourably in the national Silver championship, and continues to win titles in the youth competitions, winning nine national titles. Many players coming from the team's nursery have worn the national strip at both junior and senior level. All this was made possible by the enthusiasm and commitment of technical staff, managers and club members, which today total 140 in the various categories, from the Under 13s to the Silver series (national second division). Pallamano Cologne is one of the top names in handball not only in Lombardy but across Italy, perfectly combining the personal growth of young players and coaching for high-level athletes. Metelli S.p.A. has been supporting Pallamano Cologne for over 30 years, aiming to ensure continuity for this movement and promote handball at both local and national level.

Acquisition of MARGO and collaboration with the "AManoAMano" cooperative

In 2023, Metelli S.p.A. began an important process of growth and social responsibility with the acquisition of MARGO S.r.l., a company based in Cologne (BS) and already working as an exclusive contractor for the Group. Following the operation, immediate priority was given to the integration of personnel, through the direct hiring of MARGO employees and the activation of dedicated training courses.

This process laid the foundations for an initiative with a strong social impact, continued and consolidated in 2024: the collaboration with the social cooperative AManoAMano, specialised in the employment of fragile people with disabilities. The plant previously occupied by MARGO S.r.l., owned by the Metelli family, has been granted a loan for use to the cooperative, together with the necessary equipment.

In 2024, the joint activity between Metelli S.p.A. and AManoAMano strengthened, confirming itself as a virtuous model of inclusive employment. Thanks to a training program carried out at the Cologne plants with the support of their Metelli colleagues, the workers of the cooperative have acquired specific technical skills for the production of components for the company lines.

This experience was a significant part of the Group's social sustainability strategy, promoting integration, the enhancement of diversity and the creation of new job opportunities within an inclusive and responsible industrial context.



OBJECTIVES, RESULTS AND COMMITMENTS IN SHORT

TOWARDS INCREASINGLY RESPONSIBLE AND INTEGRATED GOVERNANCE

In the evolution of its sustainability strategy, Metelli S.p.A. recognises governance as the keystone for guiding ethical, responsible and forward-looking company choices. The material topics identified – integration of ESG aspects in corporate governance and business ethics – have driven the definition of multi-year objectives aimed at strengthening coherence between values, risk management and decision-making mechanisms.

In 2024, the commitment focused in particular on two guidelines: improving the supervision and management of ESG risks and the integration of corporate values, mission and purpose with sustainability elements. Activities were launched in these areas to lay the foundations for future developments, while the commitment in 2025 will focus more on further integrating ESG aspects in incentive and remuneration systems, thus completing the strategic design outlined in the three-year plan.

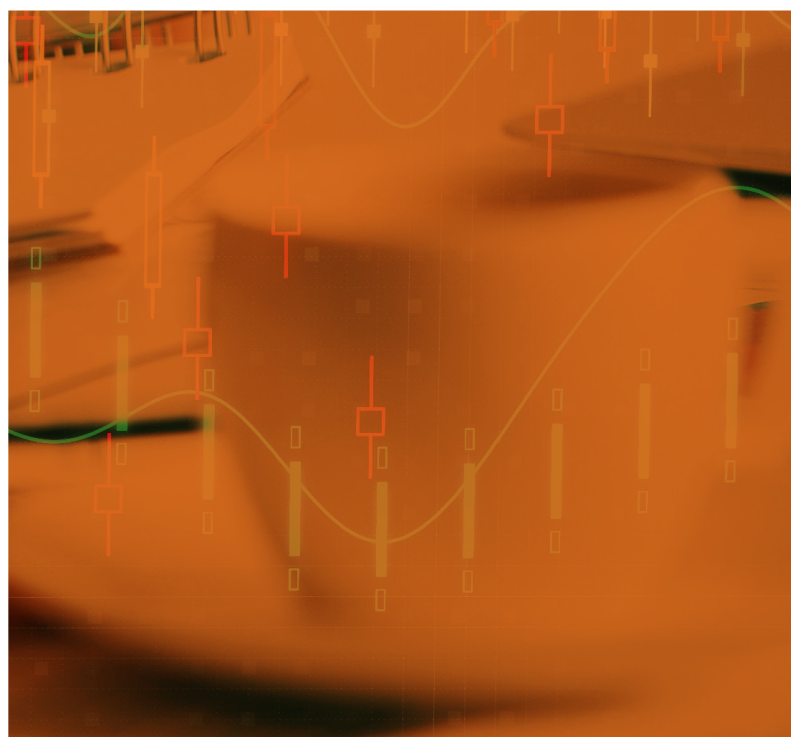
The following table summarises the main actions planned for 2024, the actions carried out and future commitments, testifying to an increasingly integrated and transparent approach to governance.

TOPIC	STRATEGIC OBJECTIVE
INTEGRATION OF ESG ASPECTS INTO CORPORATE GOVERNANCE	Integration of ESG aspects into Incentive and Remuneration Policies
	Improvement of ESG Supervision and Risk Management
BUSINESS ETHICS	Integrate the corporate values, mis- sion and purpose with ESG elements

ACTIVITIES PLANNED FOR 2024	RESULTS 2024	COMMITMENTS FOR 2025	SDGS
No specific activities were planned in 2024		Definition of Specific ESG Goals	
		Create and implement incentives policies connecting a part of variable remuneration of the management to the established ESG goals	
		Organise training sessions for the management and the Board of Directors on the benefits and importance of ESG aspects, ensuring they understand how these aspects affect company performance and remuneration	
Create a specific framework to identify, assess and manage ESG risks. This includes the definition of the processes and procedures for sustainability-linked risk management.	The role of the ESG Manager has been assigned to the HSE Manager. The definition of risk management processes and procedures has been postponed to 2025	- Define the processes and procedures for sustainability-linked risk management - Integrate ESG risk assessment and management into periodic reports to the board of directors, ensuring that these aspects are considered in strategic and operational decisions	
Identify and assess appropriate governance tools	The new company policy has been integrated by including clear elements inspired by the ESG pillars	Further tools for the integration of ESG factors into normal business conduct will be evaluated	

The background of the page is a composite image. The top half features a warm orange-toned background with a grid of small squares and a faint line graph. The bottom half shows a person's hands holding a pen over a document, with various financial charts (candlestick and line graphs) overlaid in different colors (green, red, blue, yellow).

APPENDIX



METHODOLOGICAL NOTE OF THE REPORT

Metelli S.p.A.'s 2024 Sustainability Report represents a communication tool to transparently describe the objectives and results achieved in the ESG (Environmental, Social, Governance) field, with the ultimate goal of creating value over time for both the Company and its stakeholders.

The following report contains data and information exclusively on Metelli S.p.A. (excluding the other 3 companies owned by the Metelli group).

The scope of the following sustainability report coincides with the scope of the Financial Statements (01/01/2024 – 31/12/2024).

Although this Report has been prepared in continuity with the voluntary reporting of previous years, Metelli S.p.A. has cho-

sen to use the **European Sustainability Reporting Standards (ESRS)** provided for by the **Corporate Sustainability Reporting Directive (CSRD)** to offer readers a structured framework of its sustainability reporting, increasingly aligned with European practices with a view to strengthening dialogue with stakeholders and promoting a corporate culture oriented to social and environmental responsibility.

However, during the drafting of this document, the provisions of the European CSRD directive were subject to in-depth review and discussion (so-called "Omnibus Package I") and, therefore, also to ensure the comparability of the data, reference was made to the **GRI Standards (Global Reporting Initiative)** as measurement metrics, related (where possible) to the ESRS, both in the chapters and in the Appendix.

GRI 2-2 Entities included in the organisation's sustainability reporting
ESRS 2 BP-1

GRI 2-3 Reporting period, frequency and contact point
ESRS 1

GRI 2-4 Restatements of information
ESRS 2 BP-2



GRI-ESRS INTEROPERABILITY INDEX

GRI STANDARD	GRI DISCLOSURE	ESRS STANDARD	ESRS DISCLOSURE	PAGE
GRI 2: General Disclosures 2021	2-1 Organisational details			12
	2-2 Entities included in the organisation's sustainability reporting	ESRS 2	BP-1	12, 76
	2-3 Reporting period, frequency and contact point	ESRS 1		76
	2-4 Restatements of information	ESRS 2	BP-2	76
	2-6 Activities, value chain and other business relationships	ESRS 2	SBM-1	15, 26, 29, 30
	2-7 Employees	ESRS S1	S1-6	84
	2-8 Workers who are not employees	ESRS S1	S1-7	85
	2-9 Governance structure and composition	ESRS 2	GOV-1, GOV-2	21
	2-11 Chair of the highest governance body			21
	2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2	GOV-1, GOV-2	21
	2-13 Delegation of responsibility for managing impacts	ESRS 2	GOV-1, GOV-2	21
	2-22 Statement on sustainable development strategy	ESRS 2	SBM-1	4
	2-29 Approach to stakeholder engagement	ESRS 2	SBM-2	36
	2-30 Collective bargaining agreements	ESRS S1	S1-8	85
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESRS 2	IRO-1	33, 36
	3-2 List of material topics	ESRS 2	SBM-3	33, 39, 41, 43
	3-3 Management of material topics	ESRS 2	SBM-1	39, 41, 43
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	ESRS E1	E1-5	80
	302-3 Energy intensity	ESRS E1	E1-5	80

Statement of use

Metelli S.p.A. has reported the disclosures referred to in this GRI index for the period from 1st January 2024 to 31st December 2024 with reference to the GRI Standards.

In this report, Metelli S.p.a was also inspired by ESRS standards.

Use of GRI 1

GRI 1 – Foundation – version 2021

GRI STANDARD	GRI DISCLOSURE	ESRS STANDARD	ESRS DISCLOSURE	PAGE
GRI 303: Water and effluents 2018	303-3 Water withdrawal	ESRS E3	E3-4	82
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESRS E1	E1-6	81
	305-2 Energy indirect (Scope 2) GHG emissions	ESRS E1	E1-6	81
	305-4 GHG emissions intensity	ESRS E1	E1-6	81
GRI 306: Water discharges and waste 2016	306-3 Waste generated	ESRS E5	E5-5	82, 83
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESRS S1	S1-6	86
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	ESRS S1	S1-14	88
	403-10 Work-related ill health	ESRS S1	S1-14	88
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESRS S1	S1-13	89, 90
	404-3 Percentage of employees receiving regular performance and career development reviews	ESRS S1	S1-13	89
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESRS S1	S1-6, S1-9	91
		ESRS E2		56
		ESRS E3		57
		ESRS E4		58, 59
		ESRS E5		60
		ESRS S1		68
		ESRS S3		70

GRI 302-1 Energy consumption within the organisation
ESRS E1-5

Energy consumption and energy mix	Unit of measure	2022	2023	2024
FOSSIL FUELS				
Fuel consumption from crude oil and oil products	MWh	493.8	447.1	521.3
Natural gas fuel consumption	MWh	2170.1	1846.5	2257
Consumption of electricity, heat, steam and cooling from fossil sources, purchased or acquired	MWh	11030.1	10,529.6	5140.4
TOTAL ENERGY CONSUMPTION FROM FOSSIL SOURCES	MWh	13,693.95	12,823.10	7,918.7
Share of fossil fuels in total energy consumption	%	100%	98%	57%
RENEWABLES				
Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired	MWh	n.d	n.d	5205
Consumption of self-produced renewable energy without the use of fuels	MWh	n.d	222.7	849.2
TOTAL ENERGY CONSUMPTION FROM RENEWABLE SOURCES	MWh	0	222.7	6,054.2
Share of renewable sources in total energy consumption	%	0%	2%	43%
TOTAL ENERGY				
TOTAL ENERGY CONSUMPTION	MWh	13,694	13,045.8	13,972.9

GRI 302-3 Energy Intensity
ESRS E1-5

Energy intensity based on net revenues	2022	2023	2024
Total energy consumption (MWh) /Net revenues (€ MILLION)	97.2	85.5	86.6
Total energy consumption (MWh) / Days of plant operation	62.2	57.2	60.8

GRI 305-1 Direct (Scope 1) GHG emissions
ESRS E1-6

GRI 305-2 Energy indirect (Scope 2) GHG emissions
ESRS E1-6

Direct (SCOPE 1) GHG emissions	Unit of measure	2022	2023	2024
Natural Gas	tCO2eq	436.9	371.8	454.4
Petrol	tCO2eq	9.5	11.3	13
Diesel	tCO2eq	135	118.8	138.8
R407C	tCO2eq			14.6
R452A	tCO2eq			2.8
GROSS SCOPE 1 GHG EMISSIONS	tCO2eq	581.4	501.9	623.7
Indirect (SCOPE 2) GHG emissions from imported energy	Unit of measure	2022	2023	2024
GROSS SCOPE 2 GHG EMISSIONS (LOCATION-BASED)	tCO2eq	3,231.3	2,526.6	2,482.4
GROSS SCOPE 2 GHG EMISSIONS (MARKET-BASED)	tCO2eq	5,042.4	5,270.8	2,573.1
TOTAL GHG EMISSIONS	Unit of measure	2022	2023	2024
TOTAL GHG EMISSIONS (LOCATION-BASED)	tCO2eq	3,813	3,028	3,106
TOTAL GHG EMISSIONS (MARKET-BASED)	tCO2eq	5,624	5,773	3,197

GRI 305-4 GHG emissions intensity
ESRS E1-6

GHG intensity based on net revenue	Unit of measure	2022	2023	2024
MARKET-BASED				
Total GHG emissions (Market-based) (tCO2eq) /Net revenues (€ MLN)	tCO2eq/MLN €	39.9	37.8	19.8
Total GHG emissions (Market-based) (tCO2eq) /Net revenues (€ MLN)	tCO2eq/days	25.6	25.3	13.9

GRI 303-3 Water withdrawal
ESRS E3-4

Source of withdrawal	Unit of measure	2022	2023	2024
Withdrawal	m3	22,626.00	17,262.00	21,179.00

GRI 306-3 Waste generated
ESRS E5-5

Waste divided by Plant	Unit of measure	2022	2023	2024
TOTAL WASTE PRODUCED	t	2,744.60	2,681.10	2,525.10
of which plant 1	t	485.3	461.8	395
of which plant 2	t	1,913.9	1,740	1,909.9
of which plant 4	t	294	234.4	165.9
of which plant 7	t	51.4	245	54.3

Waste divided by material	Unit of measure	2022	2023	2024
TOTAL WASTE PRODUCED	t	2,744.60	2,681.10	2,525.10
of which Aqueous solutions	t	131.2	120.6	153
of which Plastic	t	32.4	39.1	42.8
of which oils, waxes, emulsions and solvents	t	133.3	217.6	338.3
of which Metals	t	1,938.80	1,677.80	1,474.90
of which Wood	t	166.9	242.9	218
of which Sludges	t	104.8	69.6	50.8
of which Paper and cardboard	t	215.2	280.7	227.8
of which Other	t	22	32.8	19.6

GRI 306-3 Waste generated
ESRS E5-5

Waste directed to recovery	Unit of measure	2022	2023	2024
Non-hazardous directed to recovery	t	2,383.40	2,267.50	1,976.50
Hazardous directed to recovery	t	152.1	230.9	357.2
TOTAL WASTE DIRECTED TO RECOVERY	t	2,535.50	2,498.40	2,333.70

Waste directed to disposal	Unit of measure	2022	2023	2024
Non-hazardous directed to disposal	t	105.1	78.9	101.7
Hazardous directed to disposal	t	104	103.8	89.8
TOTAL WASTE DIRECTED TO DISPOSAL	t	209.1	182.7	191.5

Employees by type of contract		2022		
Workforce composition	Method	WOMEN	MEN	TOTAL
Number of employees	As at 31/12	143	223	366
Number of permanent employees	As at 31/12	142	223	365
Number of fixed-term employees	As at 31/12	1	0	1
Number of variable-hours employees	As at 31/12	0	0	0
Number of full-time employees	As at 31/12	104	221	325
Number of part-time employees	As at 31/12	39	2	41

Employees by type of contract		2023		
Workforce composition	Method	WOMEN	MEN	TOTAL
Number of employees	As at 31/12	148	218	366
Number of permanent employees	As at 31/12	147	218	365
Number of fixed-term employees	As at 31/12	1	0	1
Number of variable-hours employees	As at 31/12	0	0	0
Number of full-time employees	As at 31/12	105	216	321
Number of part-time employees	As at 31/12	43	2	45

Employees by type of contract		2024		
Workforce composition	Method	WOMEN	MEN	TOTAL
Number of employees	As at 31/12	142	223	365
Number of permanent employees	As at 31/12	142	223	365
Number of fixed-term employees	As at 31/12	0	0	0
Number of variable-hours employees	As at 31/12	0	0	0
Number of full-time employees	As at 31/12	101	220	321
Number of part-time employees	As at 31/12	41	3	44

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

Workers who are not employees	Method	2022	2023	2024
Interns	Average number of people for the entire period	2	3	4
Self-employed	Average number of people for the entire period	1	1	1
Temporary workers	Average number of people for the entire period	12	17	13
Other (add rows if necessary)	Average number of people for the entire period	0	0	0

GRI 2-30 Collective bargaining agreements
ESRS S1-8

Collective bargaining agreements	2022	2023	2024
	Metalworking Industry Contract 98% and Industry Executives Contract 2%		

Workers' representatives	2022	2023	2024
Overall percentage of employees covered by workers' representatives (trade unions)	2%	2%	2%

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

Employees hired	2023		
	WOMEN	MEN	TOTAL
Hires < 30 years of age	0	7	7
Hires aged 30-50	7	12	19
Hires aged > 50	3	0	3
Total hires	10	19	29
Employee turnover rate	7%	9%	8%

Employees terminated	2023		
	WOMEN	MEN	TOTAL
Terminated aged < 30	0	2	2
Terminated aged 30-50	2	11	13
Terminated aged > 50	3	11	14
Total employees who have left the company	5	24	29
Employee turnover rate	3%	11%	8%

Employees hired	2024		
	WOMEN	MEN	TOTAL
Hires < 30 years of age	2	2	4
Hires aged 30-50	3	8	11
Hires aged > 50	2	3	5
Total hires	7	13	20
Employee turnover rate	5%	6%	6%

Employees terminated	2024		
	WOMEN	MEN	TOTAL
Terminated aged < 30	0	1	1
Terminated aged 30-50	5	4	9
Terminated aged > 50	13	10	23
Total employees who have left the company	18	15	33
Employee turnover rate	13%	7%	9%

GRI 403-9 Work-related injuries
ESRS S1-14

GRI 403-10 Work-related ill health
ESRS S1-14

Workers who are not employees	2022	2023	2024
Percentage of own workers covered by the company's occupations health and safety management system based on legal requirements and/or recognised standards or guidelines	100%	100%	100%
Has the system been subject to internal or external audits or certification?	Yes	Yes	Yes
Number of deaths due to work-related injuries and ill health	0	0	0
Number of recordable work-related injuries;	5	1	2
Recordable work-related injuries rate;	8.6	1.7	3.3
Main types of injuries	Personal accidents (falling due to slipping, crushing limbs and fingers)	Mechanical accidents (use of equipment/machinery)	Mechanical accidents (use of equipment) with injury to the hand and upper limb.
Number of recordable work-related illnesses	0	0	0
Number of days lost due to injury	146	20	138
Number of hours worked	581,790	590,184	601,404

GRI 404-3 Percentage of employees receiving regular performance and career development reviews
ESRS S1-13

Performance assessment	2022	2023	2024
Percentage of employees who participated in periodic performance and careers development reviews	100% of employees undergo an annual technical assessment of their skills by managers and department heads, through the updating of the Skills document, which allows them to monitor the knowledge and technical performance of staff.		
Number of employees who participated in periodic performance and careers development reviews			

GRI 404-1 Average hours of training per year per employee
ESRS S1-13

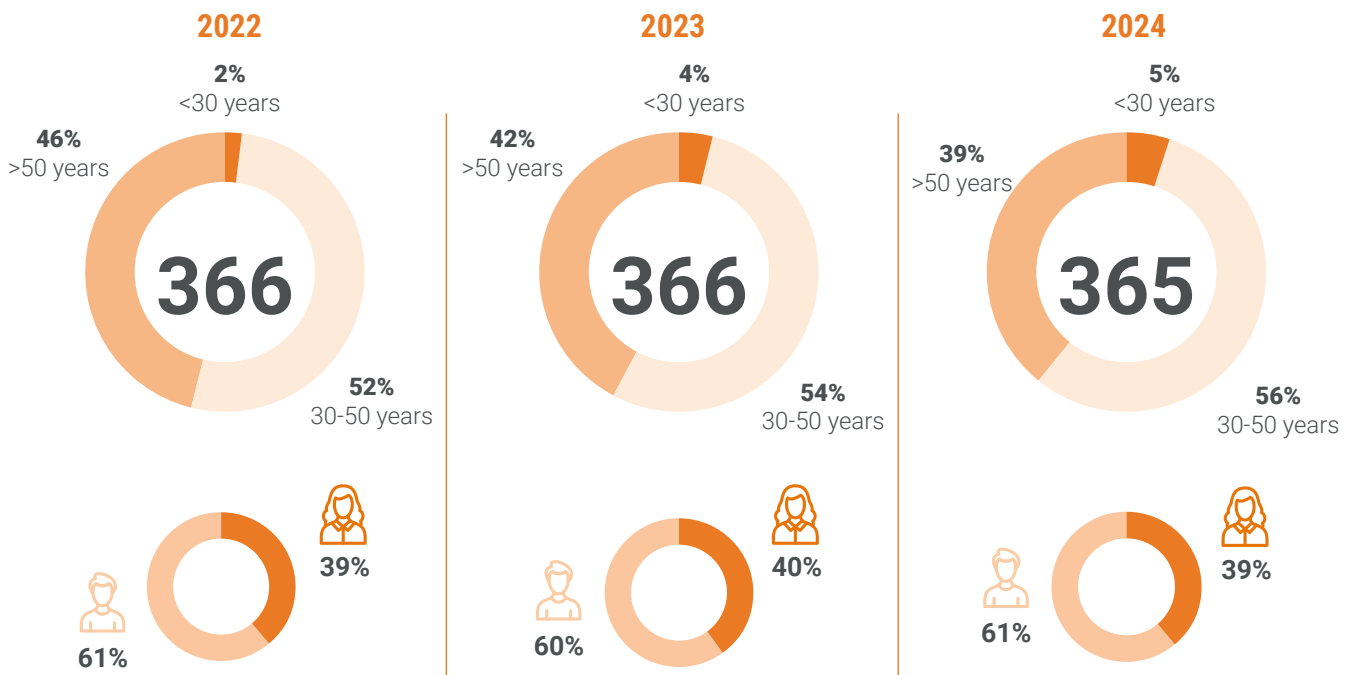
Training	2022	2023	2024
Average hours of training	 24.9	 16.2	 25
	 32.6	 34.9	 27.8
total 29.6			
total 27.4			
total 26.7			
Total hours of training	 3,564	 2,400	 3,432
	 7,263	 7,614	 6,010
total 10,826			
total 10,014			
total 9,442			

GRI 404-1 Average hours of training per year per employee
ESRS S1-13

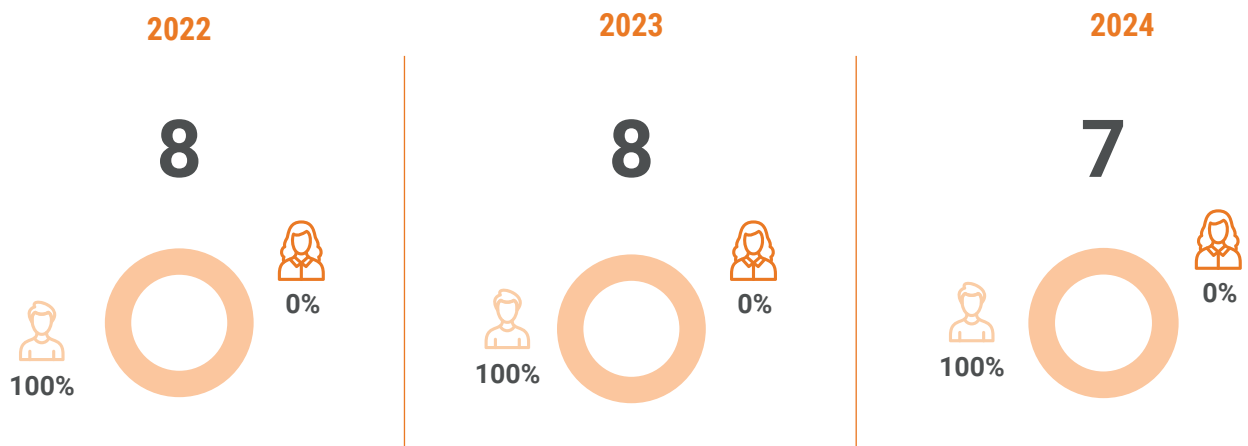
Division by Employee Category	2023			2024		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Average hours of training for EXECUTIVES	0	103	103	0	56	56
Average hours of training for MIDDLE MANAGERS	44	81	76	103	64	68
Average hours of training for WHITE COLLAR	34	59	48	36	49	43
Average hours of training for BLUE COLLAR	9	20	15	19	17	18

Division by training topics	2023			2024		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Total hours of health and safety training	638	1,033	1,671	473	1,245	1,717
Total hours of professional training/ skills acquisition	375	2,398	2,773	1,905	2,407	4,312
Total hours of environmental training	31	41	72	33	82	115
Total hours of training on quality and internal procedures	37	507	544	64	363	426
Total hours of other training	1,319	3,635	4,954	958	1,914	2,872

Employees



Senior management



GLOSSARY

2030 Agenda for Sustainable Development: the action program for people, planet and prosperity signed in September 2015 by the governments of the 193 UN member countries. The Agenda incorporates the 17 Development Goals, called SDGs (see next item).

Carbon Footprint: expresses, in CO2 equivalent, the total greenhouse gas emissions directly or indirectly associated with a product, organisation or service. This term is used to measure the environmental sustainability of companies.

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

Circular Economy: model of production and consumption that implies the sharing, reuse, repair, reconditioning and recycling of materials and products.

ESG (Environmental, Social, Governance): indicates the dimensions of sustainability with which the activities of an organisation are assessed, not only in economic and governance terms, but also from an environmental and social point of view.

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

Global Reporting Initiative (GRI): an international non-profit organisation established with the aim of defining the standards for reporting on the sustainability performance of organisations.

Governance: The persons or bodies (e.g., the board of directors or a corporate trustee) with responsibility for overseeing the strategic direction of an organisation and its responsibilities and administration.

Greenwashing: fraudulent communication of sustainability issues.

Sustainability Report: a synthetic communication tool that illustrates how the company is committed to sustainability issues and measures its performance.

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

Stakeholders: entities, organisations or individuals that can be influenced by the activities, products and services of the organisation or that have the ability to influence the organisation's decisions.

Shared Value: business model in which, striving for financial and economic success and competitive advantage, a company includes environmental and social decisions and strategies.



For any questions or further information regarding the contents of this report, please contact

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Your contribution is important to improve the sustainability of our company

