

SUSTAINABILITY REPORT

2024



E



Responsible and transparent of environmental impacts thanks to the **Environmental Management System ISO 14001**

Electricity consumption at **an all-time low**



Stable gas consumption for heating
Gas consumption for **smelting furnace down**

Water consumption in line with the last **two years**



CO2 emissions **stabilized at low levels**
Electricity emissions reduced to zero thanks to 100% purchase from renewable sources

Significant **reduction** in the production of both **plastic and zinc**



S

Responsible and proactive management of health and safety at work thanks to the **ISO 45001 Health and Safety Management System**, obtained in 2024.



86 employees



37% women



63% men



7% Employees protected categories



5 new hires, 3 women

100% permanent contracts



21 safety training courses for a total of **86 hours**

Company welfare and bonuses

- 250€ bonus in shopping vouchers
- Voluntary contribution to the supplementary pension fund
- Fuel voucher
- Supplementary healthcare plan



Organisational well-being

Improvement compared to 2023:

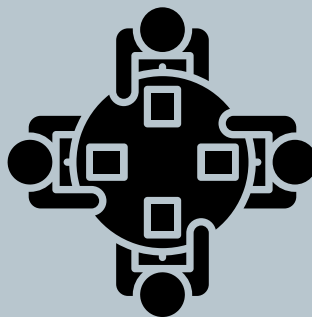
From 4,94 to 5,69 → Absence of discrimination
From 4,78 to 4,83 → Sense of belonging
From 3,98 to 4,01 → Working environment



G

Board of Directors

2 directors appointed by **Shareholders holding B Shares**



3 directors appointed by **shareholders holding Class A shares**

5 members

Board Trade union

5 auditors



Auditing firm

Supervisory body

231 Organisation and Management Model

The **231 Committee** continued its review of the **MOG for processes** and the organisational structure

Definition of an **organisation chart**



Drafting of the new **Code of Ethics** and revision of **corporate values**

Value chain

Structured quality management through an **ISO 9001 certified Quality Management System**, with additional requirements for the automotive sector met through the **IATF 16949 certified system**.

Process review of the foundry



Implementation of a structured equipment identification and monitoring system

Value chain monitoring through an **ESG questionnaire**

Customers

Customer care service enhanced in 2024

Approximately **50%** of exports



Classification system by priority and urgency

Over **500 customers** in worldwide

Suppliers

Approximately **330 companies**, **99%** based in Italy




Structured approach to supplier management

Economic performance

14.6 million euros in turnover

0.98 million euros in operating profit





101 thousand euros in sustainable investments

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2024 was a year characterised by significant instability, in some ways greater than the previous year, as ongoing conflicts in various parts of the world were accompanied by political uncertainty surrounding elections in the United States of America and Europe.

This instability had two effects, one positive and one negative: on the one hand, the price of raw materials and energy fell further than in the previous year, although there were some signs of instability towards the end of the year (among the positive effects, the availability of materials returned to normal levels); on the other hand, it slowed global demand for goods, causing a generalised contraction in almost all product sectors and across all geographical areas.

F.A.R.M.A. recorded a decline in revenues compared to the previous year in both business units and a consequent reduction in profits.

Although negative, performance was still better than the market (which recorded a decline of between 25% and 30%) thanks to the implementation of the strategy defined in previous years, consisting of expanding the customer base and rolling out the business in certain countries that are strategic for the company's future development (the American branch launched the previous year became fully operational).

Environmental and social sustainability continued to be at the heart of the daily activities of all F.A.R.M.A. employees, enabling further reductions in energy consumption.

The welfare programmes implemented in previous years were confirmed, always with the aim of supporting employees. In order to improve the working environment and make it more welcoming and safe, the company obtained ISO45001 certification in 2024.

Respect for the environment and the local community in which F.A.R.M.A. operates is now an essential pillar of the company's decisions.

The focus on economic, environmental and social sustainability shown by all our employees gives us confidence that we will achieve the company's future goals.

Chief executive officer



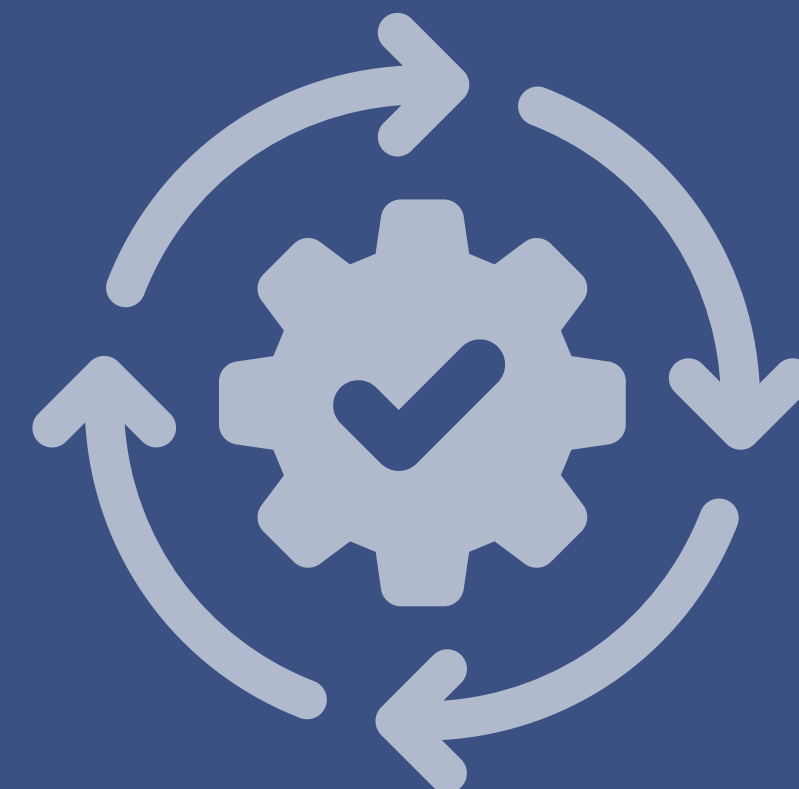
This **fourth edition of the F.A.R.M.A. s.r.l.** Sustainability Report refers to **the activities carried out during 2024** and represents an important opportunity for **systematic reflection on corporate management and the results achieved**. The document contributes to performance evaluation, internal comparison and the strengthening of corporate skills.

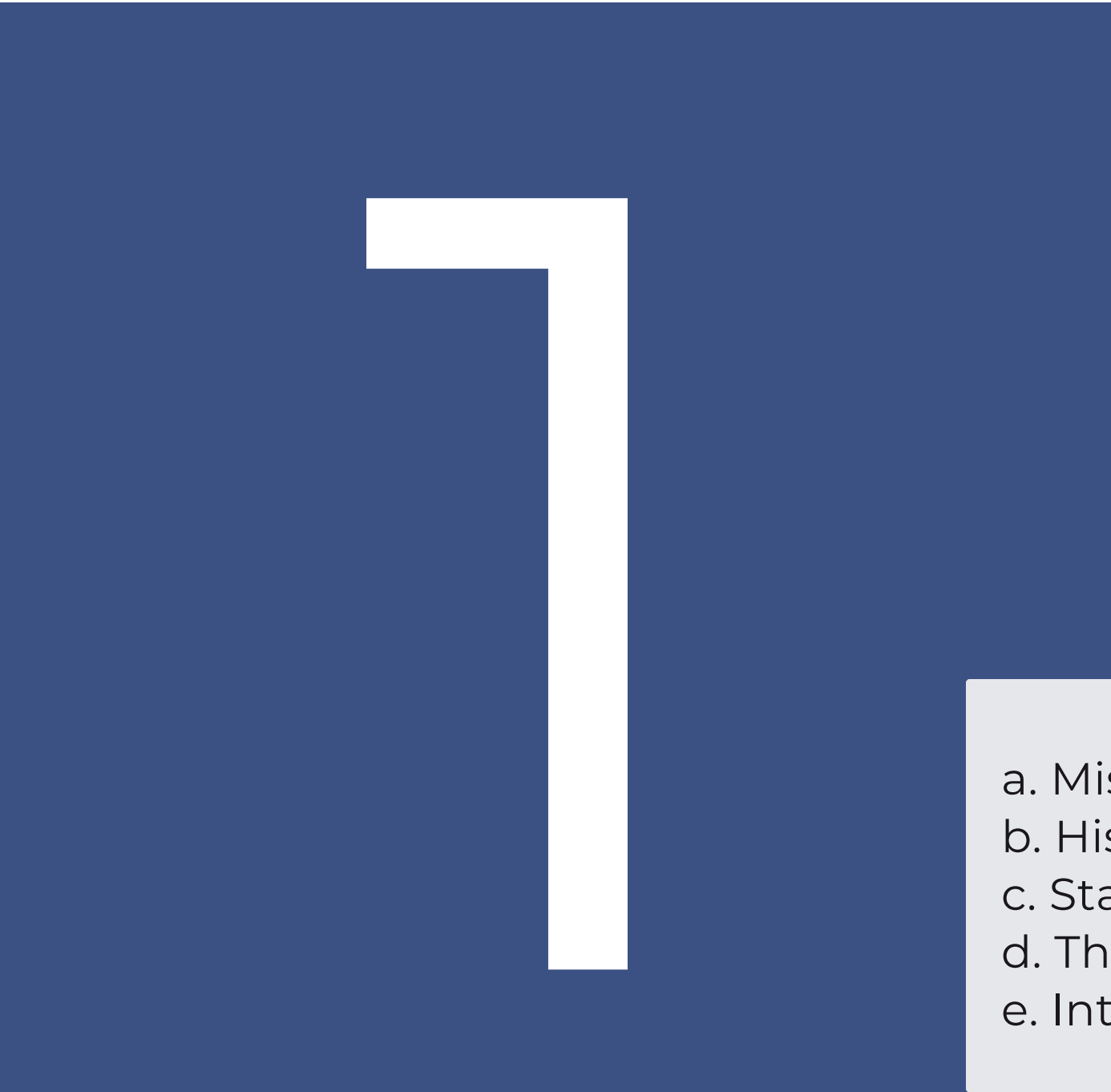
With a view to continuous improvement, the indicators reported are compared, where possible, with the **performance of previous years** in order to highlight any risks and opportunities.

The report was prepared by a **multidisciplinary team** from within the company, representing different areas of the business, which was responsible for collecting and selecting data from information and management systems, with the support of external consultants. The process, which has been consolidated over the years, continues to be a key element in spreading a culture of sustainability within the company.

The content is based on the guidelines of **the Global Reporting Initiative – GRI Standards** (2016 and subsequent updates), in accordance with the “in accordance – core” option, and the **United Nations Sustainable Development Goals**. Interoperability between GRI and ESRS (**GRI-ESRS Interoperability Index**) has also been applied to ensure consistency with the principles of the **European Sustainability Reporting Standards (ESRS)** developed by EFRAG.

The document, prepared on an annual basis, includes references to the indicators associated with each material topic in the table **"GRI and ESRS Content Index"**. The content reported has been selected based on the materiality analysis conducted in 2024. The scope of the economic and financial data reported corresponds to that of the Financial Statements as at 31 December 2024.





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MISSION AND VISION



FARMA's mission is to "design and manufacture innovative and sustainable supply systems for mobility, with a focus on light alloys and plastics".



Our vision is to "continue to grow while remaining a point of reference for our customers".

THE PATH HAS BEEN LAID

In 2024, FARMA continued along the path it had started the previous year: a **journey of reflection and internal listening** that continued along the same lines.

This reflection highlighted the need to **review the company's values and Code of Ethics**.

FARMA's new Code of Ethics was drafted in its entirety in 2024, finalised in early 2025 and approved by the Board of Directors in the same year.

The result of this new approach has been the identification of **five core values**, which have not overturned FARMA's previous principles, but have made them more dynamic and relevant.

VALUES



SUSTAINABILITY

Care for the environment, promotion of health and safety, economic sustainability and enhancement of the most efficient processes.



VALUING PEOPLE

In the broad sense of skills development, involvement, fairness, respect for personal rights and attention to health.



INTEGRITY

Understood as honesty, fairness, equity, consistency and transparency.



INNOVATION

Considered as a continuous propensity towards new products, new business models, process improvement, research and development, with particular attention to the ability to keep pace with the times and the market.



CUSTOMER FOCUS

Expressed through attention to customer satisfaction, operational responsiveness, problem-solving skills, rapid response, collaboration, assistance and risk management.

THE CODE OF ETHICS

The new Code of Ethics drawn up in 2024, which is more in line with the new needs of people and the environment, sets out the following **general ethical principles**:

Legality
Compliance with applicable laws and regulations, as well as company regulations.

Responsibility
Recipients must carry out their activities with loyalty and efficiency, with full awareness of the direct and indirect effects of their work.

Honesty
Refraining from pursuing personal or corporate interests and from performing acts that involve the violation of current legislation, this Code of Ethics and internal regulations.

Rejection of all discrimination
In decisions that affect relations with its stakeholders, FARMA avoids all discrimination.

Fairness and prevention of conflicts of interest
In conducting any activity, we must always act in accordance with the rights of our interlocutors.

Consistency
Each recipient undertakes to implement FARMA's values and operating principles on a daily and consistent basis, in all actions.

Transparency
FARMA undertakes to ensure transparency in its business management, communication and information.

Confidentiality
Respect for the confidentiality of information known.



Physical and moral integrity of the person
Working conditions that respect individual dignity and safe and healthy working environments.

Fairness of authority
Authority is exercised in accordance with ethical, professional and technical rules.

Quality of products and services
FARMA listens to requests that may lead to improvements in the quality of products and services provided to customers.

Fair competition
FARMA aims to develop the value of fair competition and transparency towards all stakeholders.

Social responsibility
Activities aimed at achieving the company's objectives in accordance with social values, while respecting local and national communities.

Environmental protection and sustainable development
The environment is a primary asset that FARMA intends to protect.

Involvement and enhancement of human resources
FARMA's employees are an essential factor in its success and in the fulfilment of its mission.

Efficiency
The company is committed to optimising human, material, technological, energy and financial resources.

SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for global peace and prosperity for humanity and the planet.
At its core are the **17 Sustainable Development Goals** (SDGs), which are an urgent call to action for all countries - developed and developing - in a global partnership.

By analysing the impact of FARMA's activities, it has been possible to identify **five priority pillars of sustainability**, to which the company is renewing its commitment for the coming years:

5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION

13

CLIMATE
ACTION

THE GLOBAL GOALS

For Sustainable Development

1

NO
POVERTY

2

ZERO
HUNGER

3

GOOD HEALTH
AND WELL-BEING

4

QUALITY
EDUCATION

5

GENDER
EQUALITY

6

CLEAN WATER
AND SANITATION

7

AFORDABLE AND
CLEAN ENERGY

8

DECENT WORK AND
ECONOMIC GROWTH

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

10

REDUCED
INEQUALITIES

11

SUSTAINABLE CITIES
AND COMMUNITIES

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION

13

CLIMATE
ACTION

14

LIFE
BELOW WATER

15

LIFE
ON LAND

16

PEACE, JUSTICE
AND STRONG
INSTITUTIONS

17

PARTNERSHIPS
FOR THE GOALS

THE PROFILE

FARMA: AN INTEGRATED ECOSYSTEM

FARMA, based in **Fossatone di Medicina** (BO), is spread over **three production buildings** totalling 8,500 m2 and represents an integrated industrial ecosystem, founded on the complementarity of its divisions and internal control of all production phases.

The company has developed an **organisational model** capable of guaranteeing quality, flexibility and innovation through a completely internal supply chain that ranges from design and mould development to zamak and plastic production, assembly and after-sales service.

Each division communicates constantly with the others, promoting a **synergistic approach** that reduces production times, improves quality control and allows rapid adaptation to customer and market demands.

The five production divisions that make up this ecosystem are:

- 1

Industrial Vehicles
Manufactures **components for fuel and urea tanks** (caps, nozzles and filters) for original equipment, the aftermarket and subcontracting for cars, motorcycles, tractors and earth-moving machinery.



- 2

Foundry
Initially established to meet the high quality requirements of the automotive industry, today it is a well-structured company serving a very large and diverse market. For the **casting of zamak components**, it is equipped with 15 Agrati hot chamber presses, an energy- efficient melting furnace and a die-casting robot. It produces **approximately 25 million items per year** (from 1g to 1500g), ensuring full traceability and quality control on UNI EN 10204 certified materials.



3

Plastic

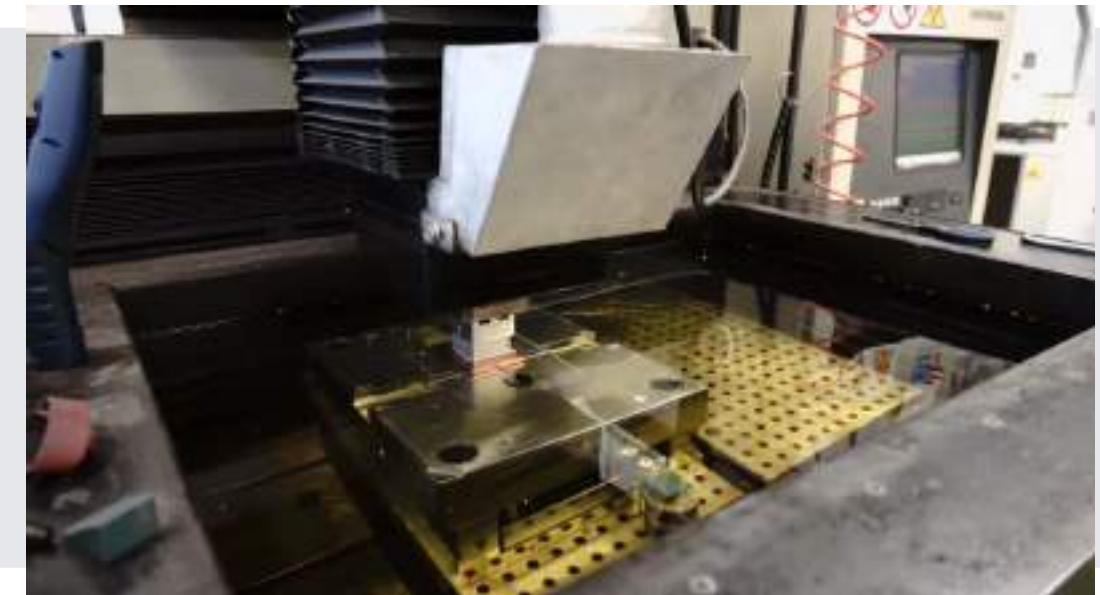
Established in 2014, it supports the Industrial Vehicles division with **injection moulding** (9 Victory Engel 80–160 presses that comply with the new Industry 4.0 model). It guarantees in-line dimensional control and high quality.



4

Moulds and Tooling

Operating since 2000, it **designs, builds and maintains moulds and tools for die casting and moulding**, serving all other divisions with customised equipment.



5

Threading Department

To complete the production process, the threading department performs **mechanical finishing work** on the parts.



TECHNOLOGICAL SUPPORT AND SPECIALISED STRUCTURE

To support its four production divisions, FARMA has developed a **solid technological infrastructure** and a **highly specialised organisational structure** over time:

Technical Office

The Technical Office supports customers in developing the best solutions. Thanks to **specialised operators** and the use of **3D prototyping printers**, any problems with the items and the combination of parts and mould construction are clarified as clearly as possible.



Metrology room and quality laboratory

Equipped with **CMM**, **climatic chambers** (salt spray, high/low temperature, humidity) and pumps for filling tests and mechanical tests.



Incoming material inspection

FARMA's quality policy involves **strict checks on incoming materials** in accordance with our UNI EN 10204:2005 standard. FARMA only purchases **top quality** ZL 0410, ZL 0400 and ZL 0430 certified **zamak**, in compliance with the UNI EN 1774:1999 standard. The quality of the zamak is carefully checked using specific equipment. A management system ensures **full traceability** of the production batch.



PRODUCTS



Fuel tank caps



Urea tank caps



Radiator cap



Cap and filler neck accessories



Automatic fuel tank cap



Automatic cap for urea tank



Filling nozzles fuel



Urea filling nozzles



Metal filling nozzles to be welded to the tank



Zinc alloy filling nozzles for co-moulded



Filtering accessories



Remote filling for tanks



EQUA valve
Innovative valve system with pressure spring, vacuum spring and ball. The low-load pressure spring allows ventilation and prevents the tank from swelling, regardless of its size, ensuring tank approval regardless of dimensions. The ball prevents fuel leakage in the event of vehicle overturning or operation with the vehicle tilted. EQUA seal check by means of a pressure tilt test at 0.3 bar for 5 minutes. Maximum leakage detected at 0.3 bar pressure = 15 g/min. (maximum permitted by UN /ECE/34 and 2000/8/EC = 30 g/min)



REMOTE FILLING
New solution for tanks located in awkward positions, far from the tank neck. Supplied with a flexible hose, with or without filter. Suitable for urea and fuel tanks. Available with swivel hose to improve tank ventilation.



40 MICRON STAINLESS STEEL FILTER.
Special filling nozzle, female screw for 40 mm bayonet caps, with neodymium magnet filter and 40 micron mesh. This particular filter shape allows a flow rate of 40 litres/minute. This filter can be mounted on all Farma plastic filling nozzles and complies with the most stringent filtration requirements of leading pump manufacturers.

FARMA DEVELOPES THE MOST SUITABLE SOLUTIONS TO SOLVE ITS CUSTOMERS' PROBLEMS AND IS A BENCHMARK FOR:

- ➔ High standards of **QUALITY** achieved thanks to complete control of the production process
- ➔ Extensive **KNOW-HOW** and **REGULATORY EXPERTISE**. **FARMA** is constantly up to date with the latest regulations in force.
- ➔ **INNOVATIVE SOLUTIONS**, many of which have been patented or are currently patent pending
- ➔ Laboratory service with modern equipment for **PROBLEM SOLVING**
- ➔ **CUSTOMISATION** service based on specific customer requirements
- ➔ 100% **RELIABILITY** in the tank approval process
- ➔ **FLEXIBILITY** for small production batches

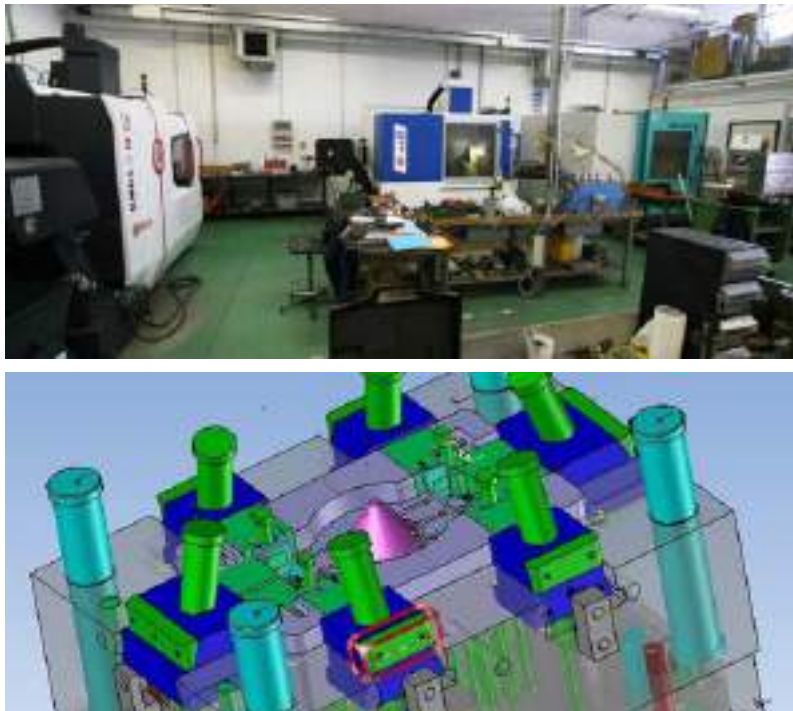
Farma is founded

FARMA is founded as a manufacturer of caps for aftermarket fuel tanks. These innovative caps, with their revolutionary mounting system and venting devices, are designed to prevent air pollution caused by fuel vapours.



FARMA takes over the Zamasystem foundry

To produce the zamak used in its caps in-house, FARMA acquired the Zamasystem foundry, which specializes in die casting. Today, the foundry transforms over 1,600 tons of zamak alloy into more than 25 million items per year for customers in various market sectors. The 15 latest-generation hot chamber presses have a closing force of between 13 and 280 tons for the production of items weighing from 1 g to 1,500 g.

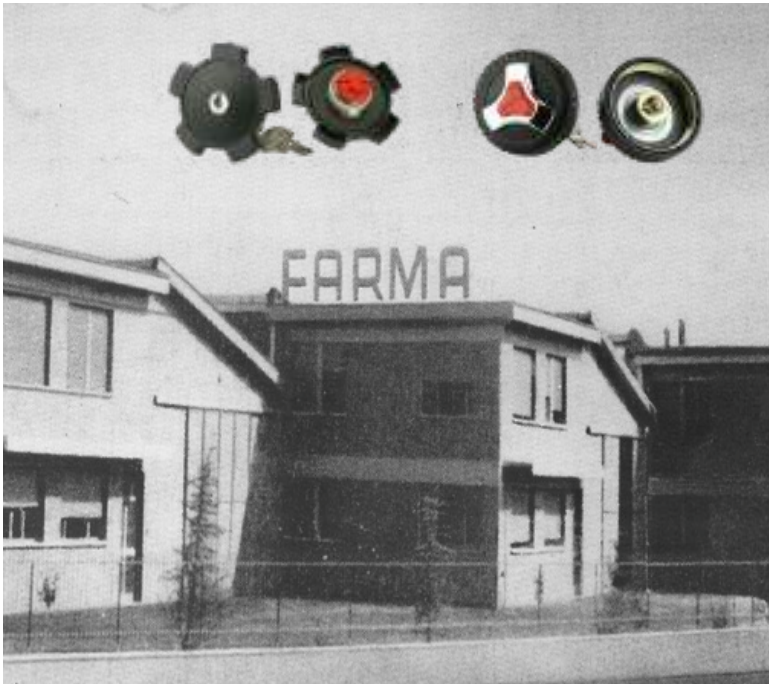


1975

1987

1992

1998



FARMA takes over Faab co.

In the 1980s, FARMA began supplying original equipment to customers such as FIAT AGRIFUL and RENAULT Italia, thanks to the venting devices fitted in the caps, which complied with the EEC 70/221 standard in force in the EU since 1975. In 1987, to further consolidate its market position, FARMA acquired its main competitor, Faab Co.



Mould design office and tooling department

The tooling department and mould design office have been added with the aim of improving and developing technical services for any new projects or requests.

The department is equipped with:

- 3 machining centers,
- die-sinking EDM,
- wire EDM,
- laser welding machine,
- numerically controlled lathe.

These tools are used to create new equipment and for the ongoing maintenance of the moulds in use, in order to guarantee the best performance.

Urea

FARMA begins production of nozzles and caps for urea tanks, to be installed on vehicles that comply with EURO 4 regulations.



Plastic division

A modern injection moulding department is created, ensuring the highest quality of the material used in the caps.
The Division has 8 Victory Engel presses that comply with the new Industry 4.0 model.



2004

2009

2014

2018



Incorporation

Farma incorporates the Zamasystem foundry and subsequently integrates Nuova Faab, the first company acquired.



Rating A+ from CDRITALIA

FARMA obtained an A+ rating from CDRITALIA (Moody's certification body) thanks to its consolidated financial position and continuous growth.

New corporate structure

The F&P4BIZ fund enters FARMA by acquiring the majority of the share capital and reviewing the organizational structure with the appointment of a new CEO who brings a breath of fresh air.



A year marked by technological investments



FARMA has consolidated its presence in the foreign market:

- The US subsidiary has already produced concrete results, with several projects underway with globally significant OEMs;
- The joint venture in India is being finalised and will be operational in 2025.

2021

2023

2024

FARMA TODAY

F&P
Equity Partners

Opens F.A.R.M.A. USA Inc.

The United States represents a strategic market for FARMA and its key customers; therefore, it has been decided to open a new branch in the United States in Birmingham, Michigan, to better serve customers and support their growth. F.A.R.M.A. USA Inc. is born F.A.R.M.A. USA Inc.

Certification obtained



86 employees
5 directors

3 8,500 m2 factories in Italy
1 Warehouse in the USA for PF sorting

0,98 milioni €
Operating profit

14,6 milioni €
Turnover

Proper reporting of sustainability performance cannot be separated **from materiality analysis**, which consists of identifying **priority areas for action for the company and its stakeholders**, as well as improvement objectives and initiatives to be developed on these issues.

Materiality analysis involves several stages:

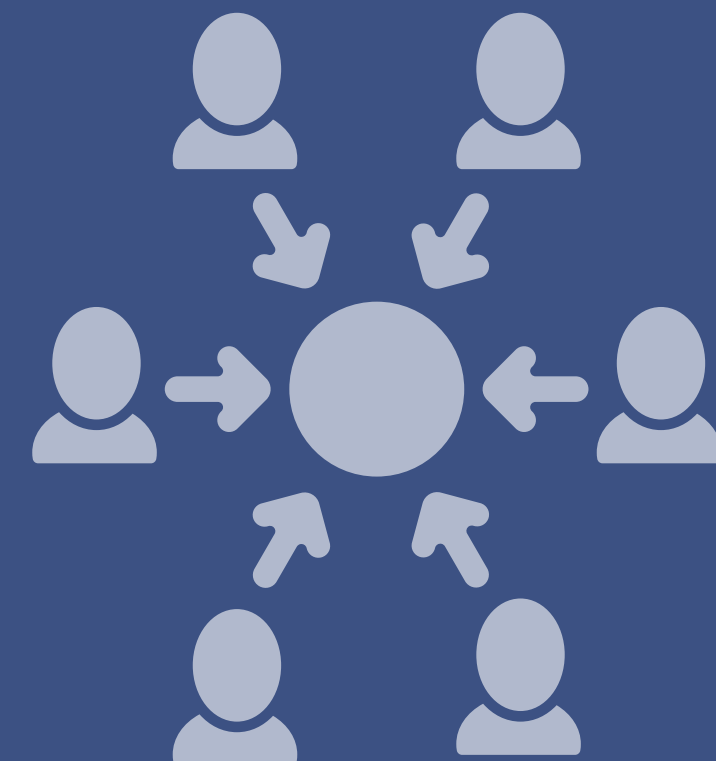
- **identification of stakeholders**;
- **stakeholder engagement** activities to assess expectations and issues of greatest interest;
- construction of **a materiality matrix** on sustainability issues deemed significant.

ACCOUNTABILITY E STAKEHOLDER ENGAGEMENT

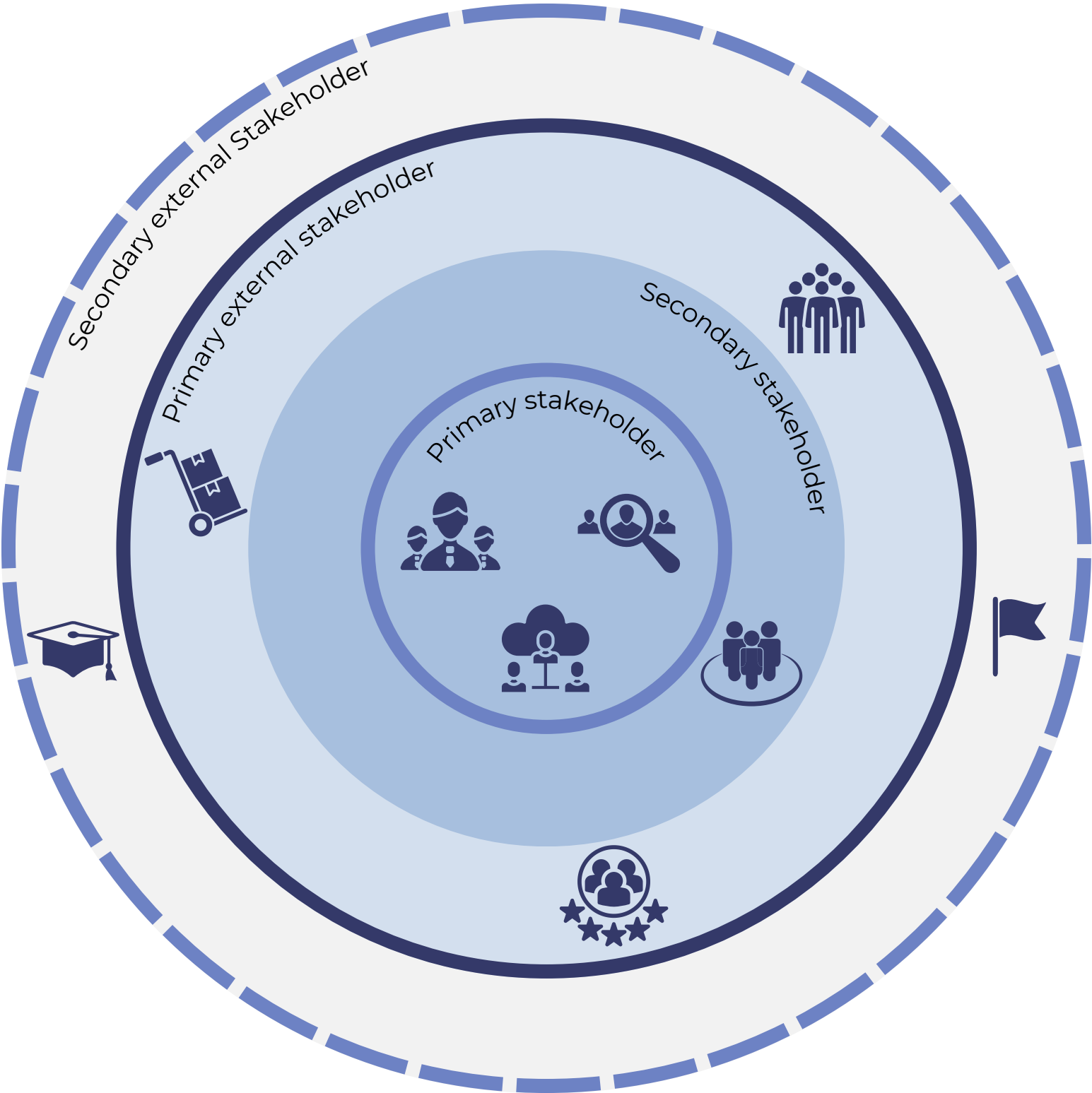
Mapping stakeholders and how to communicate with them has been an opportunity for FARMA to **strengthen dialogue** and cultivate stable and ongoing relationships based on **transparency and integrity**.

The process of involvement in defining the materiality matrix – updated in 2023 – was inspired by **Edward Freeman's stakeholder theory** (1984) and the **AccountAbility 1000 SES guidelines**. In this context, the listening and analysis phase started from the central question in stakeholder engagement: for what purpose should FARMA's stakeholders be involved?

The answer lies in the desire to **align the sustainability strategy with the specific needs and skills of each stakeholder**, so as to make effective progress towards the five priority Sustainable Development Goals identified by FARMA.



FARMA'S STAKEHOLDERS AND ENGAGEMENT ACTIVITIES



Communication methods



SHAREHOLDERS AND TOP MANAGEMENT

- Specific meetings with shareholders on sustainability issues
- Periodic meetings of top management
- Specific survey



GOVERNANCE BODIES

- Periodic meetings
- Specific survey



PKEY PEOPLE FOR SUSTAINABILITY ISSUES

- Data collection for financial statements
- Work coordination and strategy



FARMA HUMAN RESOURCES

- Performance management process
- Sharing of the Code Employee Conduct Code and Code of Ethics
- Internal communication initiatives dedicated to sustainability issues
- Meetings of the network of sustainability representatives
- Specific employee survey



CUSTOMERS

- Customer service
- Specific customer surveys
- Social network
- Sales network as a channel for listening, mediation and communication.



TRADE ASSOCIATIONS

- Specific Survey



SUPPLIERS

- Regular meetings with suppliers and on-site visits
- Sharing of the Supplier Code of Conduct
- Specific survey



UNIVERSITIES AND RESEARCH INSTITUTES

- Partnership with university
- Specific survey



CIVIL SOCIETY ORGANISATIONS

- Specific survey

- Listening and response or monitoring
- Co-design
- Information

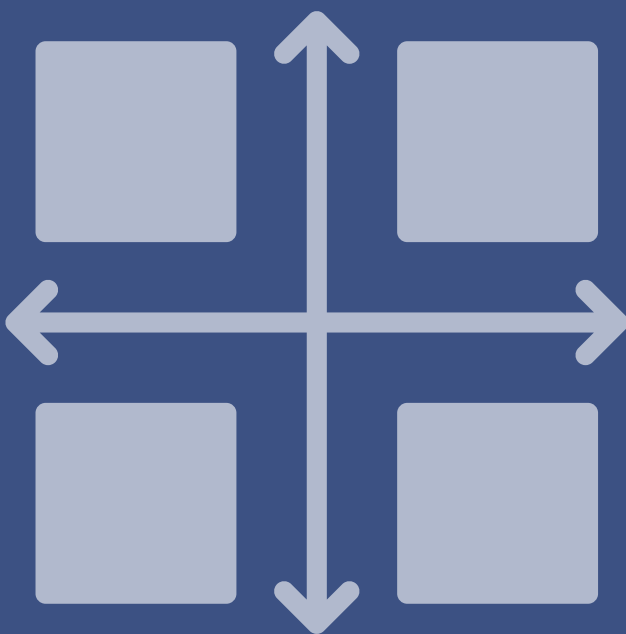
The materiality matrix is a strategic tool that allows us to clearly and concisely identify the company's priorities, graphically highlighting the sustainability issues that are most relevant to the company and its stakeholders.

On the one hand, it gathers the requests and expectations of external stakeholders; on the other, it reflects the issues that FARMA considers most urgent and strategic.

The analysis of the results allows us to assess the degree of alignment between internal and external priorities, helping to define the guidelines on which to focus our sustainability strategies in the medium to long term.

In line with the **GRI Standards (2016)** and **ESRS standards**, the materiality analysis was conducted in 2024 through a **questionnaire** administered to a selected sample of internal and external stakeholders. Each topic was assessed using a **Likert scale** with a score from 1 (irrelevant) to 5 (strategic), based on the relevance attributed by both FARMA and its stakeholders.

The material issues were then organised into four macro areas: economic-ethical (related to **governance**), **social** and **environmental**. The integration of the internal analysis and the stakeholders' views made it possible to identify the most significant aspects for each dimension.





MATERIAL ISSUES



FARMA's **corporate governance** is set out and regulated by the Company's Articles of Association, which identify the governing bodies, their powers and respective functions and duties.

With regard to corporate governance, FARMA supports the need to **harmonise the interests of primary stakeholders, define management powers and appropriate operational governance methods**, adopt adequate and periodic **information tools** for shareholders and guarantee their right to **direct and indirect control**, balancing the resulting organisational constraints with the need for operational efficiency and sustainable management costs.

Over the years, FARMA has paid particular attention to continuously adapting its corporate model to international best practices, updating its codes of conduct and improving its operational and sustainability risk management processes.

TOWARDS A NEW ORGANISATIONAL GOVERNANCE

2024 marked the second consecutive year in which **a corporate climate survey** was conducted, confirming FARMA's commitment to listening to its employees and valuing them.

The 231 Committee continued the work begun in 2023 to improve the quality of resources, launching a review of **the Organisational Model (MOG) for processes** and, at the same time, intervening in **the organisational structure to create inclusive and transparent processes**.

The aim of this review is to lay the foundations for **more informed and comprehensive management of the chain of responsibility** in the years to come, through the precise definition of professional profiles.

In 2024, a significant milestone was also reached: the definition of a **new and definitive organisational chart**, which had already undergone initial changes in 2023.



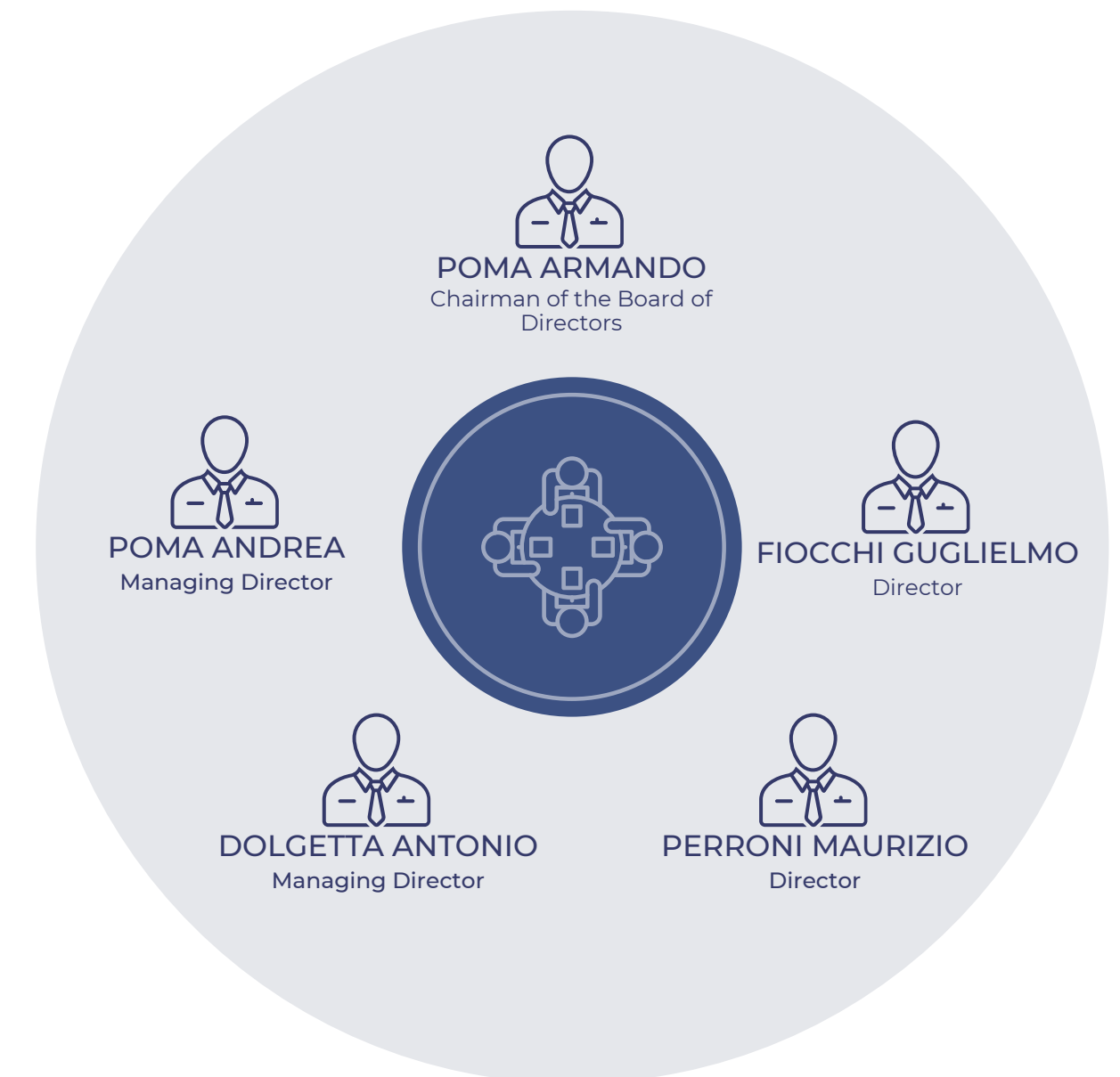
FARMA has adopted a traditional form of administration and control. Therefore, corporate management is assigned to the Board of Directors, supervisory functions to the Board of Statutory Auditors and statutory auditing, as well as accounting control, to the Independent Auditors appointed by the Shareholders' Meeting.

SHAREHOLDERS' MEETING

The body in which the company's will is formed and expressed, which is then implemented by the Board of Directors. It is composed of the shareholders of FARMA who meet periodically to deliberate on matters defined by the provisions of the law and the Company's Articles of Association; the most important tasks of the Shareholders' Meeting include the **election of the members of the Board of Directors and the Board of Statutory Auditors**, as well as **the approval of the Financial Statements**.

BOARD OF DIRECTORS OF ADMINISTRATION

The Board of Directors consists of **five directors appointed by the Shareholders' Meeting**, distributed as follows: three appointed by the holders of "A Shares" and two by the holders of "B Shares". **The Chairman of the Board of Directors**, appointed by the Shareholders' Meeting on the recommendation of the Shareholders, is the legal representative of the Company. The Chairman **ensures overall management** in accordance with the mission and principles of impartiality, good conduct and transparency. The **Board of Directors is responsible for ensuring sustainable growth in the medium to long term** through an adequate system of risk control and management, including those that have an impact on sustainability, and for ensuring maximum transparency towards the market and investors, paying particular attention to significant changes in the business outlook and the risk situations to which the Company is exposed.



CONTROL BODIES AND ORGANISMS

The Board of Statutory Auditors, a collegial body, exercises control and all supervisory functions over administrative regularity. It is composed of five auditors: Lorenzo Rutigliano (Chairman of the Board of Statutory Auditors), Andrea Gardini (auditor), Michele Stefanoni (auditor), Matteo Gardini (alternate auditor) and Massimiliano Pizzi (alternate auditor).

Accounting control is entrusted to an independent auditing firm, which is responsible for verifying the regular keeping of the accounting records and the regular performance of the economic, financial and asset management.

The Supervisory Body (OdV) is responsible for monitoring the functioning and compliance of FARMA's Organisation and Management Model (MOG), in accordance with Italian Legislative Decree 231 of 2001, and for updating it.

FARMA has adopted a governance system that monitors compliance with laws and regulations that impact business operations. The regulatory framework covers:

- **Safety** with reference to Italian Legislative Decree 81/2008 and ISO 45001
- **Environmental regulations** Legislative Decree 152/2006 and AIA requirements
- **Administrative liability** of entities Legislative Decree 231/01
- Directive 2001/95/EC – **General product safety**
- Environmental management system compliant with ISO 14001



FARMA's **organisational system** complies with the fundamental requirements of **formalisation, clarity, communication and separation of roles**, particularly with regard to the assignment of responsibilities, representation, the definition of hierarchical lines and operational activities.

FARMA is equipped with **organisational tools**, such as organisational charts and communications, based on the general principles of:

- clear description of reporting lines;
- transparency and accessibility of the powers assigned, both within the company and to third parties;
- clear and formal definition of roles, with a complete description of the tasks, powers and responsibilities of each function.

These elements are complemented by defined and shared **business processes** that ensure operational consistency, traceability of activities and risk management, contributing to the efficiency and solidity of the organisation as a whole.



FARMA pays particular attention to **business processes**, focusing on their definition, monitoring, control and continuous improvement.

Sustainability issues are integrated into process mapping, starting with **the management process**, which takes stakeholder feedback and the status of the quality and environmental system as input and generates the code of ethics and the quality and environmental policy as output.

The **human resources process**, on the other hand, receives customer- specific requirements as input and produces a motivation system and awareness measurement as output.

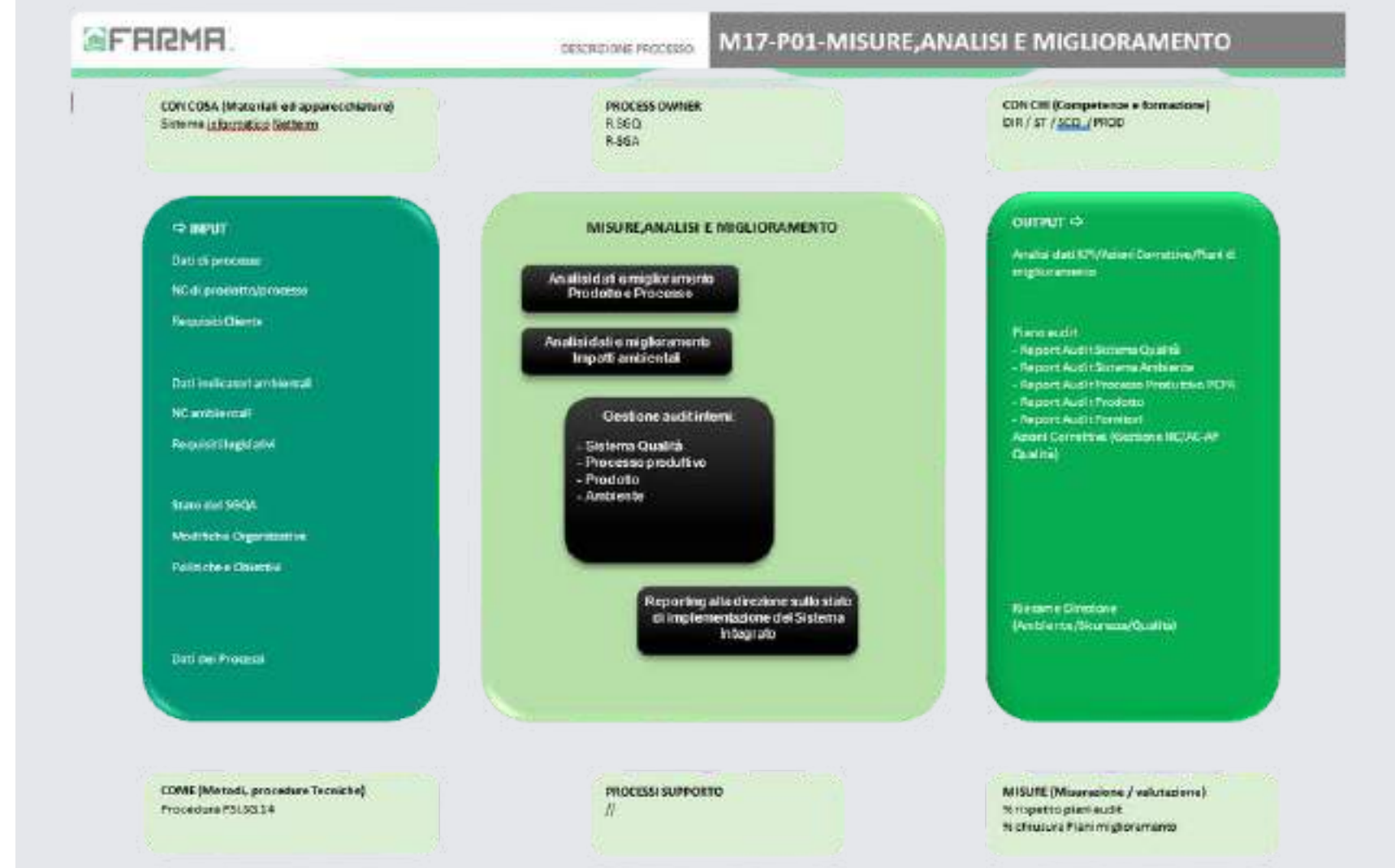
Particular attention is also paid to the supply chain: the **purchasing process** monitors the quality and origin of supplies on entry, and provides ratings and action plans on exit.

There is a **customer feedback process** that monitors and manages complaints, providing improvement plans and corrective actions.

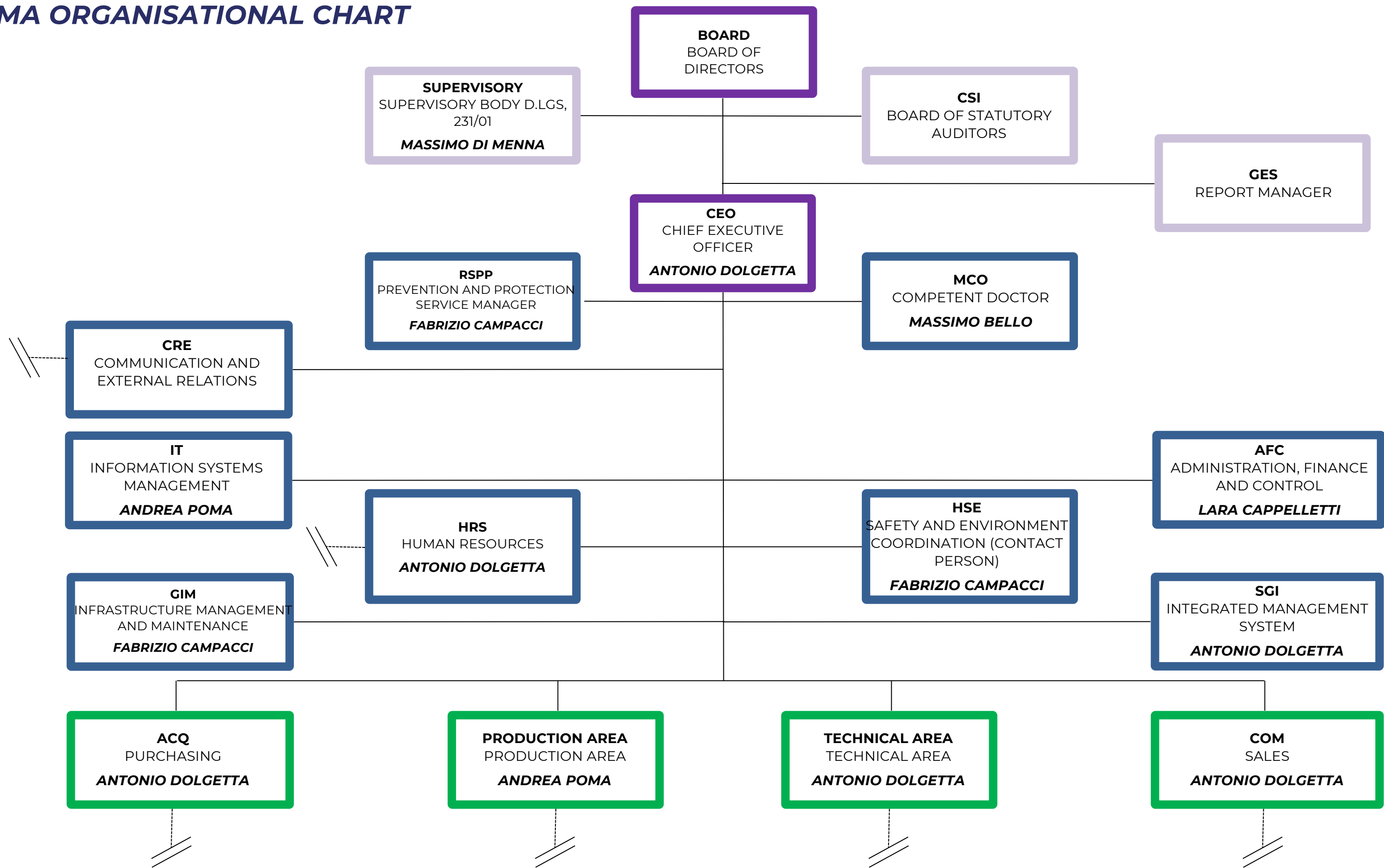
In order to guarantee the quality and safety of the production system, the **laboratory process** uses safety measurement tools and customer requests as input, providing retraining and improvement plans, as well as operational safety checks. These considerations can be replicated for the product **development process**.

The quality, safety and environmental management process is central, with environmental policies as its input and the preparation of materials, procedures, instructions and records as its output.

Finally, with a view to sustainable metrics, the **measurement, analysis and improvement process** plays a fundamental role. This process uses environmental and legislative indicators as input, while its main output is an audit plan, developed in system reports on the environment, product and quality.



FARMA ORGANISATIONAL CHART





2

a. Product quality and safety	29
b. R&D and innovation	31
c. Customer satisfaction and focus	32
d. Supply chain	35

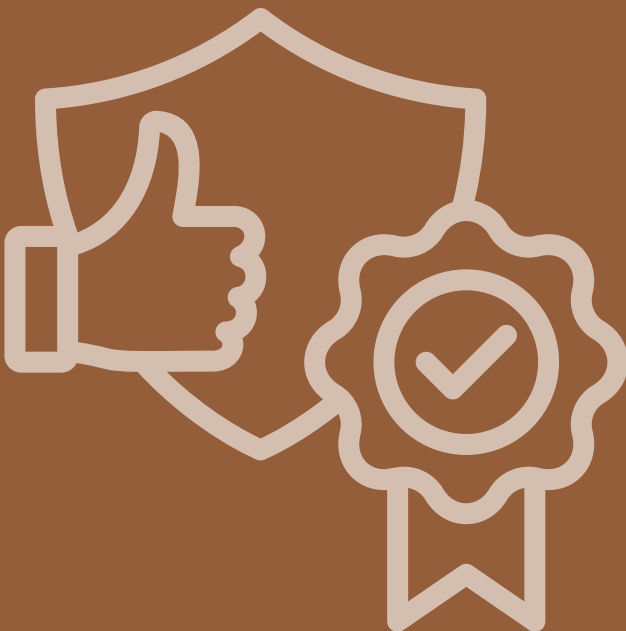
In line with its mission, corporate values and goal of offering the highest level of product quality and safety, FARMA has adopted the **Integrated Management System**.

INTEGRATED MANAGEMENT SYSTEM MANUAL

The Integrated Management System Manual is the top-level document of FARMA's Quality, Environment and Safety System, designed to meet the requirements of **UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, IATF 16949:2016** and, starting in 2024, also **UNI EN ISO 45001:2023**, for which the company has obtained certification.

During 2024, the manual was revised to fully incorporate the requirements of ISO 45001, thereby strengthening the integrated approach to managing quality, environmental and occupational health and safety issues.

Management confirms its commitment to ensuring **periodic** and documented **review** of the System in order to guarantee its effectiveness, **continuous improvement** and consistency with **company objectives**.



QUALITY AND SAFETY

FARMA is committed to being a benchmark for quality and safety, implementing best practices and always using innovative tools to manage known risks and prevent those that may arise.

The FARMA Quality and Environmental Management System has been implemented with the aim of pursuing and improving over time the company's ability to provide products and services that meet customer requirements and applicable legal obligations, **while increasing customer satisfaction, the effectiveness and efficiency of the QMS, and the progressive reduction of environmental impacts**.

In 2024, following an audit by a customer, FARMA initiated a **review of the foundry process**, which led to the decision to **invest in an IT system to optimise its management**, with implementation planned by 2025.

Also in 2024, with a view to continuous improvement and for the purposes of ISO 45001 certification, a **complete inventory of all machinery and equipment** was carried out, with the creation of specific data sheets to be affixed to each machine. Each data sheet lists technical characteristics, required PPE, hazards, maintenance operations and safety measures implemented following an analysis carried out by an external consultant.

The system, integrated into the company's management system, allows department managers to monitor and record maintenance operations using barcodes. This has created a **structured system for identifying and monitoring equipment, based on risk calculation and hazard identification, user manuals and obligations**.

The goal for 2025 is to extend the system to the plastics department, foundry and moulding machines, which are not yet included in the portal.

CONTINUOUS IMPROVEMENT

As part of its continuous improvement and performance analysis, FARMA keeps an eye on a bunch of **KPIs (Key Performance Indicators)** to see how it's doing compared to its goals and previous years' results.

Among these, particular attention is paid to **non-quality costs**, which include the economic value of non-conformities found in internal production (scrap, rework, additional transport) and customer complaints.

The target set for 2023 was to keep these costs below 0.50% of turnover, with a final result of 0.39%. In **2024**, FARMA **further improved its performance**, reducing non-quality costs to **0.29% of turnover**, confirming the effectiveness of the corrective actions implemented and the company's commitment to operational excellence.



FARMA STRUCTURE

Sito		Attività	Processi Produttivi
Main site	Via Galileo Galilei,171 – 40060 Fossatone di Medicina (BO)	Management Sales Product/process design Quality Metrology Human resources	Foundry Zama
Site Extention	Via Galileo Galilei, 288/A-C - 40060 Fossatone di Medicina (BO)	Purchasing	Production of caps, nozzles, anti-theft devices
Site Extention	Via Galileo Galilei, 355 -40060 Fossatone di Medicina (BO)	Functional testing laboratory Environment & Safety	Moulding plastic
Site Extention	Via Galileo Galilei,305A-40060Fossatone di Medicina (BO)	-	Mechanical Engineering Internal
Site Extention	Via Galileo Galilei, 305 - 40060 Fossatone di Medicina (BO)	Mould design	Mould Production and Maintenance
Site Extention	Via Galileo Galilei, 370 - 40060 Fossatone di Medicina (BO)	Acceptance Warehouse	-



Designing innovation has always been one of the themes that distinguishes the products manufactured by FARMA.

For the year 2024, the projects we have been working on concern:

4 EXTERNAL SCREW PLUG Ø40

4 external screw connection, diameter 40 mm, for the American market.



AUXILIARY VALVE

The auxiliary valve can be installed on the tank either as the only vent or as a secondary vent. In tanks with non-ventilated caps, it acts as a primary ventilation system, while in tanks with ventilated caps it can be used as an additional vent.



THREADED REMOTE FILLING

Threaded remote filling for the American market.



FARMA continues to pursue with dedication its goal of **satisfying its customers' needs** and anticipating and responding to the demands of a constantly evolving market.

The company's **organisational structure** was further **optimised in 2024 to place customer relations at the centre of all production processes**, recognising the crucial importance of a thorough understanding of their needs.

FARMA's primary objective remains to maximise the quality of its products and services. Over the past year, this commitment has resulted in the implementation of **new active listening systems**, involving not only customers but the entire value chain, including suppliers. This approach integrated represents a fundamental element for the incorporation of economic, social and environmental sustainability principles into all business operations.

The Customer Care service was **enhanced in 2024** with the introduction of a **new resource**, allowing the company to pay even more meticulous attention to customer reports.

Through an **advanced classification system**, FARMA **identifies and prioritises the most urgent issues**, integrating them effectively into the company's decision-making processes. This ensures timely and targeted responses to market needs, consolidating FARMA's reputation as a reliable and quality-oriented partner at every stage of the production chain.

Customer satisfaction has become a key performance indicator for all departments, reinforcing the culture of excellence that characterises FARMA and ensuring that customer focus remains a hallmark of the company's identity in every aspect of its operations.



THE REFERENCE MARKET

Active on the market since 1975, FARMA remains one of the leading players in the industrial vehicles, zamak die casting and plastic moulding sectors.

INDUSTRIAL VEHICLES

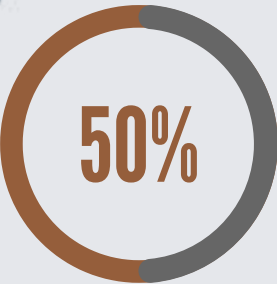
- ➔ VOLVO
- ➔ CNH
- ➔ KUBOTA
- ➔ BOBCAT
- ➔ JOHN DEERE
- ➔ MANITOU
- ➔ AGCO CORP.
- ➔ KOMATSU
- ➔ IVECO
- ➔and many more



ZINC DIE CASTING

- ➔ WALVOIL
- ➔ QUANEX
- ➔ VERSUNI
- ➔ NOKIA
- ➔ CEFLA
- ➔ HYDRO BUILDING
- ➔ FRANKE
- ➔and many more

EXPORT



ITALIAN QUALITY, GUARANTEED EXCELLENCE IN THE USA

FARMA continues its journey in the United States with the aim of strengthening partnerships and offering customers an experience enriched with new benefits.

The integration of **the Italian technical department's expertise** and the **US team's in-depth knowledge of the market** allows us to develop customised solutions, guaranteeing quality and innovation.

The next objectives are **to expand the customer base** and **diversify the market sectors**.

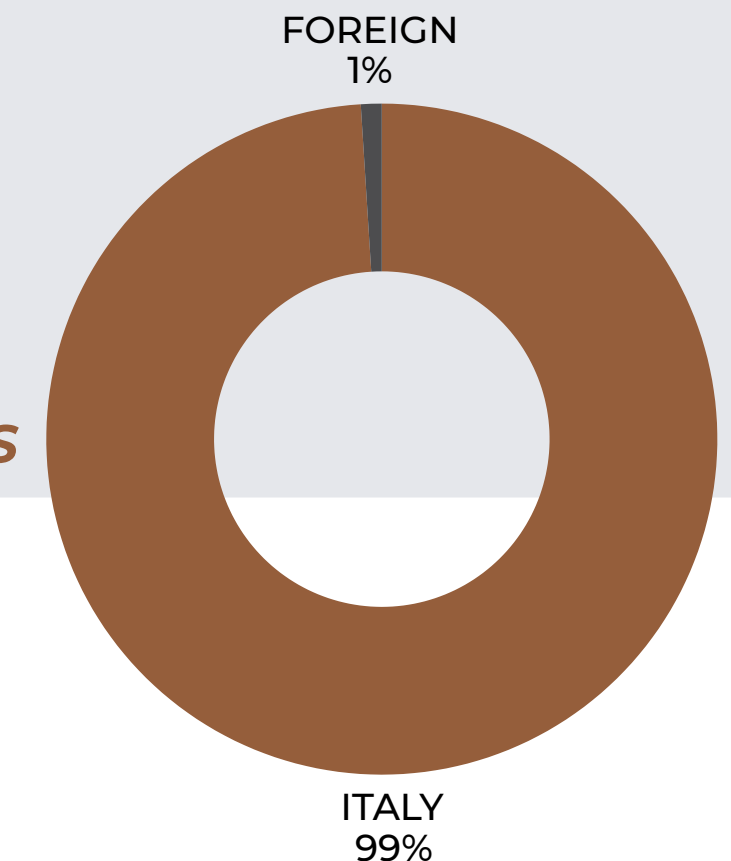


OVERVIEW OF THE SUPPLY CHAIN

In 2024, FARMA benefited from the contribution of approximately **330 companies**, a significant increase compared to the 200 companies of the previous year. **99% of suppliers are located in Italy**, while only 3 are in Europe and 1 outside Europe, demonstrating the company's commitment to maintaining a **predominantly Italian supply chain**. This approach not only guarantees the quality and reliability of industrial processes, but also contributes to the economic development of the country.

Aware of the strategic importance of the supply chain from a sustainable perspective, FARMA has **consolidated the process of mapping and tracking the sustainability elements and requirements of individual suppliers**. This process, which is already producing significant results, continues to evolve to ensure continuous improvement.

SUPPLIERS



STRUCTURED APPROACH TO SUPPLIER MANAGEMENT

FARMA, aware of the importance of proper supply chain management for **responsible sourcing**, as well as **the significant impact that the supply chain has on local Italian communities**, has developed a structured supplier management process over the years. This process allows FARMA to develop **strategic relationships with a supply chain that focuses on continuous innovation, quality improvement and sustainability**, favouring local and national partners.

This process consists of three main phases:

- **clear communication of the standards** that FARMA requires from its business partners in terms of product and service quality, proper environmental management and adequate working conditions.
- **assessment of suppliers' ability** to comply with technical specifications and requirements, both during the qualification phase and throughout the commercial relationship.
- **support for suppliers in their efforts to continuously improve their performance** and strengthen their capacity for innovation through a joint and collaborative commitment to progress together in a consistent and creative manner.



1. CLEAR COMMUNICATION OF EXPECTATIONS



Given the complexity of the production and technological processes that characterise the sector, FARMA requires its suppliers to:

- to implement a **quality management system certified** by independent accredited bodies, promoting where possible the use of **the Automotive IATF 16949 standard** among direct material suppliers;
- to develop and maintain an **environmental management system compliant with ISO 14001 standards**;
- to apply an effective **safety management system** in accordance with the requirements of **Certification 45001 or equivalent**, preferably obtaining third-party certification.



3. DEVELOPMENT AND CAPACITY BUILDING

The continuous innovation and improvement in quality offered by FARMA require the **constant involvement of suppliers** in order to develop a predominantly Italian supply chain network that actively contributes to this objective.

For this reason, FARMA promotes growth opportunities for suppliers through **collaborative initiatives** that encourage direct dialogue and the sharing of best practices.

An example of this are the projects coordinated by FARMA's Supplier Quality department, which have involved a number of Italian suppliers in **guided quality performance growth programmes**. These projects aim to support the development of quality skills in production process management through the analysis of the processes themselves and the sharing of experiences and approaches with the aim of identifying improvements to be implemented.

2. SELECTION AND EVALUATION OF SUPPLIERS



With a view to a virtuous process of continuous improvement in product quality and risk management, **FARMA regularly analyses and evaluates its suppliers**. This evaluation considers various **indicators**, including the most relevant ones relating **to quality and logistics performance**, as well as the **risks inherent in the supply chain**.

FARMA carefully verifies that suppliers comply with the required quality and safety standards. These analyses are designed to **anticipate potential critical situations** that could compromise production continuity or lead to unsatisfactory performance. FARMA takes the necessary actions on a case-by-case basis to minimise impact and ensure continuous improvement.

FARMA'S 'VENDOR RATING': INNOVATION IN EVALUATION

For 2024, FARMA has introduced significant innovations to its Vendor Rating system, making it **more interactive and dynamic**. Unlike in the past, when data was extracted every six months, the new system is updated **daily in real time**, providing a constantly updated assessment of supplier performance.

The interactive dashboard allows immediate viewing of the results of the analysis of each supplier for each parameter considered, facilitating **continuous monitoring** and **timely identification of any critical issues**. This approach ensures greater transparency and accuracy in the evaluation of the supply chain.

	2024	2023	2022
“Classe A” Suppliers*	76,3%	80,0%	79,8%
“Classe B” Suppliers**	23,7%	20,0%	20,2%
“Classe C” Suppliers ***	0%	0%	0%
Medium score	88,2	89,6	88,6

* Qualified supplier: supplies meet the required specifications.
** Qualified supplier with restrictions: the supplies only partially meet the requirements. The supplier must improve its performance/processes and is listed with restrictions.
*** Non-qualified supplier: the supplies do not meet the requirements. The supplier is not included and the search for an alternative supplier is activated.

OBJECTIVES OF 2024-2025

FARMA has identified important improvement objectives to further strengthen the sustainability of its supply chain:

- 1 **Advanced management of PPE and consumables:** an optimised system is being implemented to monitor the consumption of personal protective equipment and consumables, which also provides for more efficient management and safety data sheets. This will not only ensure worker safety but also optimise the use of resources.
- 2 **Expansion of the Italian supply chain:** Italian suppliers will continue to be favoured in order to support the local economy and reduce the environmental impact of transport, while maintaining high quality standards.
- 3 **Collaborative training:** additional joint training programmes will be implemented with key suppliers to share knowledge and best practices in sustainability and quality.
- 4 **Digitisation of assessment processes:** the digitisation of supplier assessment processes will continue, further integrating the Vendor Rating system with other company systems for more efficient and transparent management.



In 2024, FARMA updated and re-administered the **ESG questionnaire** to a **sample of customers and suppliers**, with the aim of monitoring the sensitivity of its value chain to environmental, social and governance issues over time. The sample included both entities already involved in 2023, to assess the evolution of responses, and new companies.

The overall results show a **strengthening of the focus on sustainability**: 67.62% of responses relating to the social dimension were positive, followed by 61.31% for the environmental dimension and 46.26% for governance.

Analysing only the companies involved in both editions of the questionnaire, there was an improvement compared to the previous year: **+6.4 percentage points for governance** and **+6.9 for the environment**, while the social dimension remained stable.

For FARMA, the questionnaire is not only a **tool for listening and monitoring**, but also a **concrete reference point for guiding its strategic choices**, strengthening the integration of ESG criteria into corporate decisions.





3

a. People	40
b.Organisational well-being and gender equality	42

During 2024*, the FARMA team remained stable, with **86 employees**, of whom **32 were women (37%)** and **54 were men (63%)**. There was an **increase in the number of female employees** compared to the previous year, reflecting the company's ongoing commitment to promoting gender equality.

The workforce is divided into **30% technical or administrative staff** and **70% production workers**, maintaining the same proportion between the two professional categories as in 2023.

Workers belonging to **protected categories** (pursuant to Law 68/99) or considered **disadvantaged** (pursuant to Law 381/91) represent **7% of the workforce**, a figure substantially in line with the previous year.

In terms of educational attainment, **8% of staff have a bachelor's degree or higher**, marking a **slight improvement on the 7% recorded in 2023**. The remaining **92% have a high school diploma or lower**.

Looking at the distribution by age group, there is a strong presence of workers in the **51-60 age** group, which **grew from 38% to 46% in 2024**, strengthening the company's internal experience base. The other age groups show a slight decline: **41-50 years (21%), 31-40 years (20%)**, while **under 30 and over 60** represent **6% and 7%** respectively.

Generational diversity remains a valuable resource for FARMA: the integration of senior employees' expertise and the enthusiasm of the younger generations allows for the formation of balanced, flexible and innovation-oriented work teams. This mix fosters a dynamic approach to sustainable growth, capable of effectively addressing market developments.

In terms of contracts, in 2024, **100% of FARMA employees were hired on permanent contracts**, further improving the already excellent figure of 99% in 2023. The proportion of **full-time workers** also **remained at 94%**, in line with the previous year. These figures reflect the company's firm commitment to offering stability and continuity of employment, creating a stimulating and reliable working environment.

During the year, **five new employees** were hired, including **three women, improving female representation among new hires compared to 2023 (two out of five)**. In addition, **two contracts** were **made permanent**, while **terminations were limited to one** (compared to three in the previous year), confirming a **very low turnover rate**.

The total number of **days of absence** reached **2,918, of which 875 were due to illness and 1,310 were due to leave (paid and unpaid)**.



WORKFORCE COMPOSITION
(GRI 102-8)

		2023			2024		
	m.u.	M	F	Total	M	F	Total
Employeers	n	55	31	86	54	32	86
of which temporary	n	1	1	2	-	-	-
of which apprentices	n	5	-	-	5	-	4
Percentage by gender	%	64	36	100	63	37	100

TYPE OF CONTRACT AND WORKING HOURS
(GRI 102-8)

		2023			2024		
	m.u.	M	F	Total	M	F	Total
Indefinite	n	54	30	84	54	32	86
of which part-time	n	1	3	4	2	3	5
of which agile working	n	-	-	-	-	-	-
Percentage by gender	%	64	36	100	63	37	100
Fixed term	n	0	1	1	0	0	0

EMPLOYMENT RESILIENCE
(GRI 401-1)

		2023			2024		
	m.u.	M	F	Total	M	F	Total
Recruitment	n	3	4	7	3	3	6
Stabilisations	n	3	1	-	2	3	-
Percentage by gender	%	43	57	100	50	50	100
Terminations	n	2	1	3	1	0	1
Percentage by gender	%	67	33	100	100	-	100

*The data relating to personnel refer to the employment situation as at 31 December 2024.

HEALTH AND SAFETY

Health and safety in the workplace continue to be one of FARMA's top priorities, as it considers these aspects to be a cornerstone of its corporate welfare system. The company's commitment in this area is constant and cross-cutting, aimed at ensuring safe and sustainable working conditions over time.

FARMA constantly invests in human, technical and economic resources to transform health and safety protection into a strategic objective that goes beyond mere regulatory compliance, becoming an essential part of the corporate culture.

Numerous **training and refresher courses** will also be promoted in 2024: specific courses on **current legislation, the organisation of emergency teams** (first aid and firefighting), **the installation of internal health facilities and initiatives aimed at improving cohesion and awareness within work groups**.

These measures foster a shared culture of prevention, which is essential for ensuring collective safety and employee well-being.

As required by law, FARMA complies with EC Regulation 593/2008 and Italian Legislative Decree 81/2008, supplemented by Italian Legislative Decree 106/2009. The company has also drawn up a **Risk Assessment Document (DVR)** and defined a structured health and safety policy, which includes specific procedures for communication, participation and control.

- ➔ In 2024, **21 training courses** were held across all company divisions, for a total of **86 hours**. Although there were slightly fewer courses than in 2023 (26), there was a **significant increase in the number of hours provided** (from 74 to 86), indicating a deeper commitment to the quality of training.
- ➔ As in the previous year, **there were no accidents at work** in 2024. among FARMA employees, confirming the effectiveness of the preventive measures adopted.



ACCIDENTS AT WORK [GRI 403-9]							
		2023			2024		
	m.u.	M	F	Total	M	F	Total
Number of hours worked	n	83.616	44.953	128.569	81.374	47.714	129.088
Number of accidents at work	n	-	-	-	-	-	-
Workplace accident rate	%	0	0	0	0	0	0
Percentage by gender	%	0	0	100	0	0	100

CORPORATE WELFARE

In 2024, FARMA confirmed its commitment to corporate welfare by launching a series of personal services aimed at promoting the well-being and work-life balance of its employees.

Among the main measures adopted is the payment of a **welfare bonus worth €250 in shopping vouchers, awarded to 72 employees**, for a total amount of €18,000.

This is accompanied by a **voluntary contribution to the supplementary pension fund of €250 each**, intended for **15 workers** who apply for it annually, for a total of €3,750. A **fuel voucher worth €100** has also been provided for all **86 employees**, for a total of €8,600.

These measures **are integrated with the supplementary healthcare plan**, which improves on basic coverage, that FARMA makes available to its staff.

Overall, **the average value of bonuses and benefits** granted to each employee in 2024 was **€615**.

"We firmly believe that employee well-being is essential for the growth and development of a company; especially in such a complex and challenging historical period as the current one, quality of life and work should be a top priority for all businesses. FARMA has chosen to contribute, within the limits of its capabilities, by offering concrete support to its employees."

Antonio Dolgetta CEO



CORPORATE WELFARE (GRI 401-2)							
		2023			2024		
	u.m.	DIP	INT	Totale	DIP	INT	Totale
Shopping vouchers/welfare cards (€250)	n	68	3	71	72	-	72
Supplementary pension plan (€250)	n	20	-	20	15	-	15
Membership Award	n	82	2	84	-	-	-
Percentuale per tipologia di lavoratore	%	98%	2%	100%	100%	-	100%



PROFESSIONAL TRAINING							
		2023			2024		
	m.u.	TRAD	FAD	Total	TRAD	FAD	Total
Number of training hours	n	997,9	-	997,9	878,5	-	878,5
Number of training events	n	7	-	7	5	-	5
Number of participants	n	72	-	72	79	-	79
Training hours per capita	n	14	-	14	11	-	11

PROFESSIONAL GROWTH AND DEVELOPMENT

In 2024, FARMA confirmed its commitment to professional development, promoting training courses aimed at enhancing both technical and cross-cutting skills, which are considered essential for building a collaborative and effective working environment.

The **training programmes** addressed issues central to organisational life, such as the **role of the team leader and the value of kindness in the workplace as a lever for corporate well-being**. The training approach **alternated between face-to-face modules and online courses**, making the content accessible and versatile.

➔ In 2024, 92% of employees had access to training courses, up from 86% in 2023. Each participant attended an average of 11 hours of training, for a total of 878.5 hours, dedicated to the development of technical and interpersonal skills, including team building activities.

The quality of the courses offered was confirmed by a **high level of satisfaction expressed by participants**, who appreciated the relevance and effectiveness of the content.

➔ The **total investment in training in 2024 amounted to €15,100, up from €14,000 in the previous year**. Of this **amount, €9,300 was allocated to optional training activities**, demonstrating the company's commitment to encouraging personal growth beyond regulatory requirements.

FARMA continues to cultivate a corporate culture focused on continuous training, a key element in promoting individual development and improving collective performance.

QUESTIONNAIRE ORGANISATIONAL WELL-BEING

ANALYSIS OF THE ORGANISATIONAL WELL-BEING QUESTIONNAIRE – FARM 2024

Participants were asked to provide answers using a 6-point **Likert scale**, where 1 corresponds to 'completely disagree' and 6 corresponds to 'completely agree'.

The **questionnaire**, consisting of 78 questions, was designed to understand shared experiences relating to the following **nine organisational dimensions considered relevant**:

- 1 Health and safety at work and work-related stress
- 2 Discrimination
- 3 Fairness in administration
- 4 Career and professional development
- 5 Performance appraisal
- 6 Peer evaluation
- 7 The working environment
- 8 Sense of belonging
- 9 Image of administration



THE GENERAL FRAMEWORK IS AS FOLLOWS:

Health and safety in the workplace and work-related stress



The dimension **of health and safety in the workplace and work-related stress** investigated, through 10 items, employees' perceptions of the safety provided in the workplace by alarm and first aid devices, as well as the characteristics of the workplace such as the layout of spaces, workstations, lighting, etc. In addition, the level of work-related stress was assessed by asking questions about the sustainability of work rhythms and the possibility of taking sufficient breaks. Overall, the average score for this dimension was positive, at **5.14**. Finally, the possible presence of situations of discomfort, harassment and discriminatory acts against workers was assessed, which reported a particularly comforting score of **2.11**, emphasising that **the working environment is considered safe by most employees**.

Discrimination



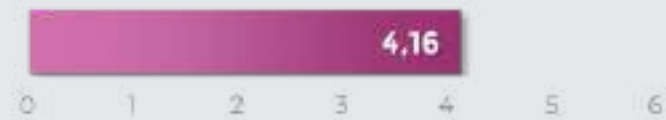
The Discrimination dimension investigated, through nine items, employees' perceptions of fairness in treatment in the workplace despite differences in gender, ethnicity, religion, age, sexual orientation, political orientation and any disabilities. The average value for this dimension was **5.69**, highlighting that these items do not constitute an obstacle to the development of employees at work.

Fairness in administration



The dimension **of fairness in administration** investigated, through five items, fairness among employees in the distribution of workload, responsibilities, remuneration based on the commitment required and its differentiation. The average value for this dimension was **4.07**.

Career and personal development



The dimension **of career and personal development** investigated, through five items, the opportunities offered by the company to employees to develop new skills and advance their careers based on merit. It also assessed the degree of satisfaction of employees with their career path within the company and the suitability of their role in relation to their professional profile. The average value for this dimension was **4.16**.

Work evaluation



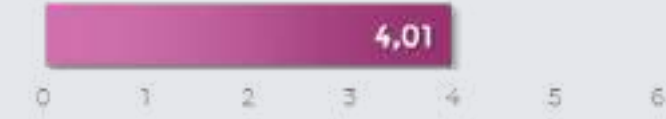
The work evaluation dimension used five items to investigate employees' perceptions of whether they have the right skills, resources and tools to do their job, as well as their level of autonomy and personal fulfilment. The average value for this dimension was **4.94**.

Evaluation of colleagues



The dimension **The assessment of colleagues** used five items to investigate employees' feelings of being part of a team and of being respected and valued by their colleagues. In addition, the company's attitude towards creating a positive working environment by actively promoting solidarity and synergy among employees was evaluated. The average value for this dimension is **4.56**.

The working environment



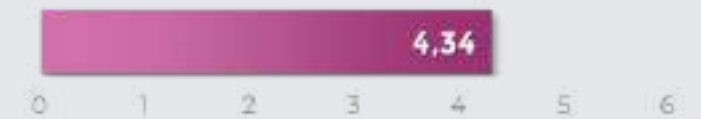
The dimension **The working environment** used five items to investigate the company's propensity to invest in training, to provide a clear definition of organisational roles and internal rules of conduct, and to ensure the efficient circulation of information within the company. Finally, the company's propensity to promote a work-life balance for its employees was assessed. The average value for this dimension is **4.01**.

Sense of belonging



The dimension **'Sense of belonging'** used five items to investigate the level of employee involvement in relation to the results achieved by the company, asking questions designed to measure their pride. In addition, employees' perceptions of the consistency between the values practised by the company and those they support were assessed. The average value for this dimension was **4.83**. Finally, employees were asked how likely they would be to change companies if they had the opportunity. This item received an encouraging score of **2.23**, highlighting that **employees are not inclined to seek alternative employment elsewhere**.

The image of the administration



The dimension **'Image of the administration'** investigated, through three items, the perception that external people had of the company through three questions aimed at assessing the importance of the company for the community, in particular for employees' families and customers. The average score for this dimension was **4.34**.

The final part of the questionnaire aims to investigate the level of agreement between employees and the company's evaluation system, focusing in particular on three distinct areas:

- 1 The company
- 2 Personal performance
- 3 The functioning of the system

The company



The first area **The company** assessed the level of knowledge of its employees regarding the company's objectives, the results achieved and the strategies adopted by the company. In addition, the extent to which the company was able to value the work of its employees was investigated, communicating to them clearly and explicitly the importance of their contribution to the achievement of the company's results. The average score for this area was **3.74**.

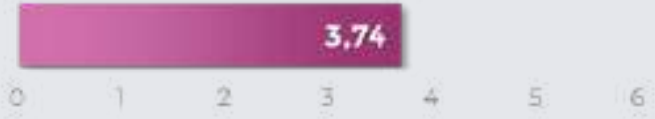
Personal performance



The second area, **Personal Performance**, assessed the level of knowledge and information of employees regarding the evaluation of their work and how to improve their results. In addition, the survey investigated the extent to which the company is able to clearly communicate the objectives and expected results of the work performed by individual employees, as well as the perception of employees regarding the fairness and accuracy of their evaluation.

The average score for this area was **4.15**.

The functioning of the system



Finally, the third area, **System functioning**, assessed staff knowledge of the performance measurement system, their involvement in setting objectives and expected results for the work carried out, and the degree of protection they felt they had in the event of disagreement with their appraiser. In addition, employees' opinions were surveyed on the fair recognition of work performed based on meritocracy and, finally, the extent to which performance evaluation results contribute to improving performance.

The average score for this area is **3.74**.

COMPARISON OF ORGANISATIONAL WELL-BEING RESULTS 2022 VS 2024

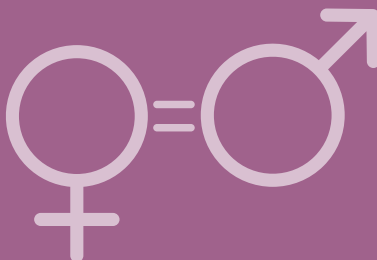
When comparing the areas surveyed in 2022 and 2024, there is a clear improvement in the area relating to **discrimination**, which has seen a significant increase, **rising from an average score of 4.94 to 5.69 (+15.18%)**.

This result confirms FARMA's growing commitment to promoting an inclusive, fair and diverse workplace, in line with the principles of social responsibility and equal opportunities.

Two other areas show positive changes, albeit more modest:

- The **Sense of Belonging** shows a slight improvement, rising **from 4.78 to 4.83 (+1.05%)**, indicating that the emotional bond between employees and the organisation remains strong.
- The **Working Environment** also improved slightly, **from 3.98 to 4.01 (+0.75%)**, suggesting progress in the clarity of organisational rules, internal communication and work-life balance policies.

In **2023**, FARMA conducted an internal **survey** to assess its employees' perceptions of **gender equality**, with the aim of identifying areas for improvement and promoting an increasingly inclusive environment. The results revealed an **overall positive picture**: the **Culture and Strategy dimension** scored a good average of **3.77**, reflecting widespread awareness of the importance of the issue. In terms of **Governance**, the average score of **3.76** confirms confidence in company procedures aimed at ensuring fairness and preventing discrimination, while **the majority of employees reported no significant issues related to equal opportunities**. Furthermore, **more than half of the participants considered the company's commitment to gender equality to be more than sufficient**, a sign that a virtuous path has already been set in motion. It is significant to note that, through this survey, FARMA demonstrates a concrete sensitivity and genuine interest in issues of inclusion and equal opportunities, confirming the company's desire to build an increasingly fair and respectful working environment for all employees.





4

- a. Environmental planning tools
- b. Consumption and emissions management
- c. Conscious waste management

48
53
57

FARMA bases its corporate policy on protecting the environment from pollution to guarantee truly sustainable development.

Environmental performance is improved through:

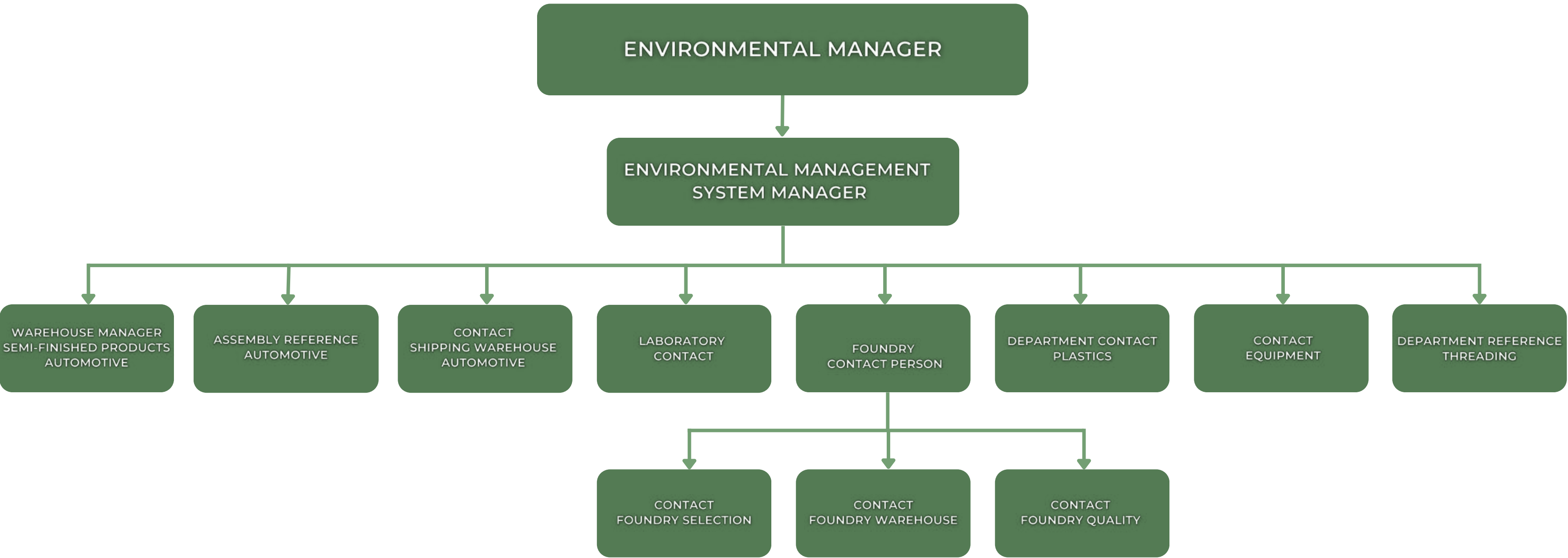
- reducing the environmental impact of its own processes and those outsourced to third parties, with particular reference to emissions into the air, water and soil, and noise emissions, through the adoption of the best available technologies;
- analysing the risks associated with legislative compliance of new processes/products and changes;
- improvements in the use of natural resources and the promotion of more efficient processes in terms of energy and raw material consumption,
- reduction of waste production, implementation of recovery activities,
- improvement of product environmental performance,
- promotion of the circular economy,
- management of by-products and end-of-waste policies.

The application of the principles set out above is achieved through the maintenance of an Integrated Quality, Safety and Environmental Management System, compliant with the requirements of standards **UNI EN ISO 9001, UNI EN ISO 14001 and 45001**, and inspired by the principles of occupational health and safety management systems, in line with the UNI and INAIL Guidelines. **The system also includes the implementation of Organisation and Management Models (MOG) in accordance with Italian Legislative Decree 231/2011.**

FARMA promotes the dissemination of its integrated policy both internally and externally, involving suppliers, customers, contractors and other interested parties. This policy is a constant point of reference in periodic reviews to assess the results achieved and define new objectives and future goals. In addition, FARMA has obtained recognition from the Emilia Romagna Region for its waste as a by-product.



ORGANISATION AND RESPONSIBILITY ENVIRONMENTAL MANAGEMENT



TOOLS

- Environmental Analysis (identification and assessment of environmental aspects)
- Environmental Management Programme
- Legislative AUDIT Report
- Internal AUDIT Plan
- Surveillance Checklist
- Risk Assessment - Action Plan
- Environmental Management Review Report
- Environmental Training



Environmental Analysis (identification and assessment of environmental aspects))

Within the implementation of an environmental management system, environmental analysis is the starting point for exploring environmental issues related to the organisation's activities, both to verify regulatory compliance and to highlight and clearly define the interactions between production activities and the environment.

Environmental analysis therefore allows you to:

- obtain the data and information necessary to establish the company's environmental policy and work programme in an organised and reasoned manner;
- identify specific objectives for improving environmental efficiency in an integrated manner that is compatible with the economic framework of the company's activities.

Environmental Management Programme

The purpose of the Environmental Management Programme is to define the status of the planning of objectives, both those achieved and those planned and approved by the Management, identifying the timeframes and resources required.

Legislative AUDIT Report

The purpose of the audit is to assess legislative compliance in the environmental field, highlighting any situations of real or potential risk where particular environmental aspects could cause significant impacts on the surrounding environment.

It includes:

- analysis of documents and records;
- observations of activities related to environmental aspects;
- sample surveys;
- examination of environmental compliance and authorisations in relation to the various environmental matrices (atmospheric emissions, water discharges, noise, waste, fire prevention, etc.) applicable in the specific context of the Company.

Internal AUDIT plan

The internal audit plan is the schedule of company audits covering various activities within the scope of company management.

This is documented information necessary for verifying compliance with all regulatory requirements and all environmental aspects implemented in the company.

Surveillance checklist

The surveillance checklist includes a series of checks and verifications carried out on a monthly basis in order to detect any anomalies in the waste management chain, waste water discharges, atmospheric emissions, environmental controls and the storage of materials in compliance with fire safety regulations. This document also contains an indication of the actions to be taken to resolve any anomalies detected.

Risk Assessment-Action Plan

Risk Assessment is a tool that allows the identification, evaluation and analysis of risks in the field of Environmental Management. The Action Plan indicates the procedures to be taken to reduce the risks identified.

Environment Management Review Report

The Environment Department's Review Report is based on the following data and information obtained with the help of the staff responsible for managing the Environmental Management System (EMS):

- environmental policy (adequacy);
- requests from interested parties;
- market requirements;
- introduction/modification of indicators;
- trends in environmental indicators;
- progress of environmental objectives and programmes; status and evidence arising from the internal audit cycle; status and evidence arising from the supplier audit cycle; status and evidence arising from external audits; environmental non-conformities identified;
- corrective and preventive actions taken and results achieved;
- any environmental incidents that have occurred and analysis of how they were managed; management of environmentally critical suppliers;
- internal communication and management of environmental complaints received; status and implementation of training plans;
- staff assessment (considerations);
- analysis of compliance with requirements, legislative updates introduced and adaptation measures implemented.

ENVIRONMENTAL TRAINING

FARMA carries out staff training/awareness-raising activities by RSGA on the following macro-points:

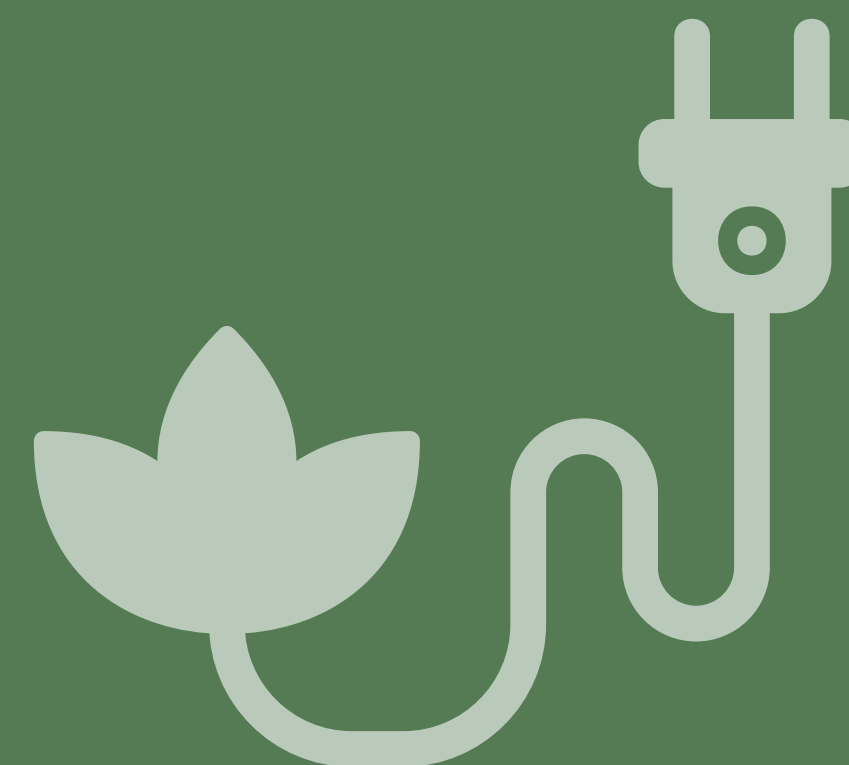
- **FARMA's** choice regarding responsible environmental management;
- **POLICY:** brief overview of the Integrated Company Policy with a focus on environmental aspects/impacts;
- **ENVIRONMENTAL MANAGEMENT SYSTEM:** presentation of the Environmental Management System and general characteristics with reference to the main environmental procedures;
- **IN-DEPTH INFORMATION FOR MANAGERS AND EMPLOYEES OF THE MANAGEMENT SYSTEM, COMPANY RISK ANALYSIS IN RELATION TO THE MOG SAFETY AND ENVIRONMENT FOR LEGISLATIVE DECREE 231** responsibilities. Profiling of company roles, responsibilities and delegations;
- **OBJECTIVES and BENEFITS** of environmental certification;
- **SIGNIFICANT ENVIRONMENTAL ASPECTS:** individual significant environmental aspects by area of interest and their link to specific work activities, awareness of the possible repercussions of one's work activities on these effects and the benefits for the environment linked to greater efficiency;
- **ENERGY SAVINGS.** Everyday behaviours that can affect energy savings (see illustrative brochure)
- **IN-DEPTH ANALYSIS OF CHEMICAL RISKS:** Analysis of the safety data sheets of the chemical products used in each department with individual users. Analysis of risk assessment, results and company safety procedures;
- **IN-DEPTH ANALYSIS OF ELECTROMAGNETIC FIELD RISKS:** analysis of risk assessment results and company safety procedures;
- **IN-DEPTH ANALYSIS OF FIRE AND EXPLOSION RISKS:** analysis of risk assessment and safe behaviour;
- **ROLES AND RESPONSIBILITIES:** awareness of one's role and responsibilities within the environmental management system and the resulting implications for daily activities;
- **OPERATIONS:** waste management procedures and intervention in environmental emergencies;
- **TRAINING AND DRILLS FOR PERSONNEL RESPONSIBLE FOR MANAGING ENVIRONMENTAL EMERGENCIES IN THE FIELD.**



FARMA pays particular attention to the impact of its business activities on the environment, carefully and responsibly managing its energy consumption and emissions. The company is constantly seeking **technologically advanced and innovative solutions** and aims to continuously improve its production processes and environmental performance, as demonstrated by its KPIs and investments. FARMA's environmental management system ensures compliance with current regulations and provides for **constant performance monitoring**, supported by internal audits and regular inspections by external bodies.

The environmental sustainability strategy is based on three phases managed, where necessary, with the collaboration of external partners who support the measurement processes and, where possible, through certifications issued by third parties.

- **Impact measurement** is a continuous and constantly evolving process, subject to research and innovation: it is a key phase for monitoring, setting KPIs along the way, reporting results and setting subsequent objectives. In particular, there is an increasing focus on achieving LCA (Life Cycle Assessment). This approach optimises the design of new products and plants and analyses the most sustainable alternatives when purchasing products or services, improving durability, performance and sustainability, and reducing waste, energy consumption and waste production. FARMA is also committed to applying the best techniques for monitoring energy and water consumption, waste production and disposal, carrying out updates and standardisation measures with a view to international integration.
- **Reducing impact** through improvement plans that address key areas for the company's business model: energy consumption, CO2 emissions and waste disposal.
- **Offsetting emissions** through recycling and remelting the zamak used in the production process.



ELECTRICITY

FOUNDRY:

- Significant decrease from 2014 to present. In addition to the lockdown in 2020, there was a significant decline in consumption in 2022, with **2024** seeing the **lowest value ever recorded**.
- The environmental indicators for CONSUMPTION RELATED TO FINISHED PRINTS AND RAW MATERIALS are steadily declining in 2024 compared to previous years.
- Both reductions can be attributed to policies for the rational use of plants, controlled shutdowns of machinery, the introduction of a new Frigel cooling system, continuous investment and good practices already in place, which have always distinguished FARMA.

PLASTIC:

- Electricity consumption in 2024 decreased significantly, reaching its lowest level since 2017;
- The KPIs **ratio between energy consumed and kg of plastic moulded parts show an improvement in performance**, undoubtedly due to the rational use of machinery and increased production, as well as the optimisation of plants and processes and the greater experience and training of staff that have characterised recent years.

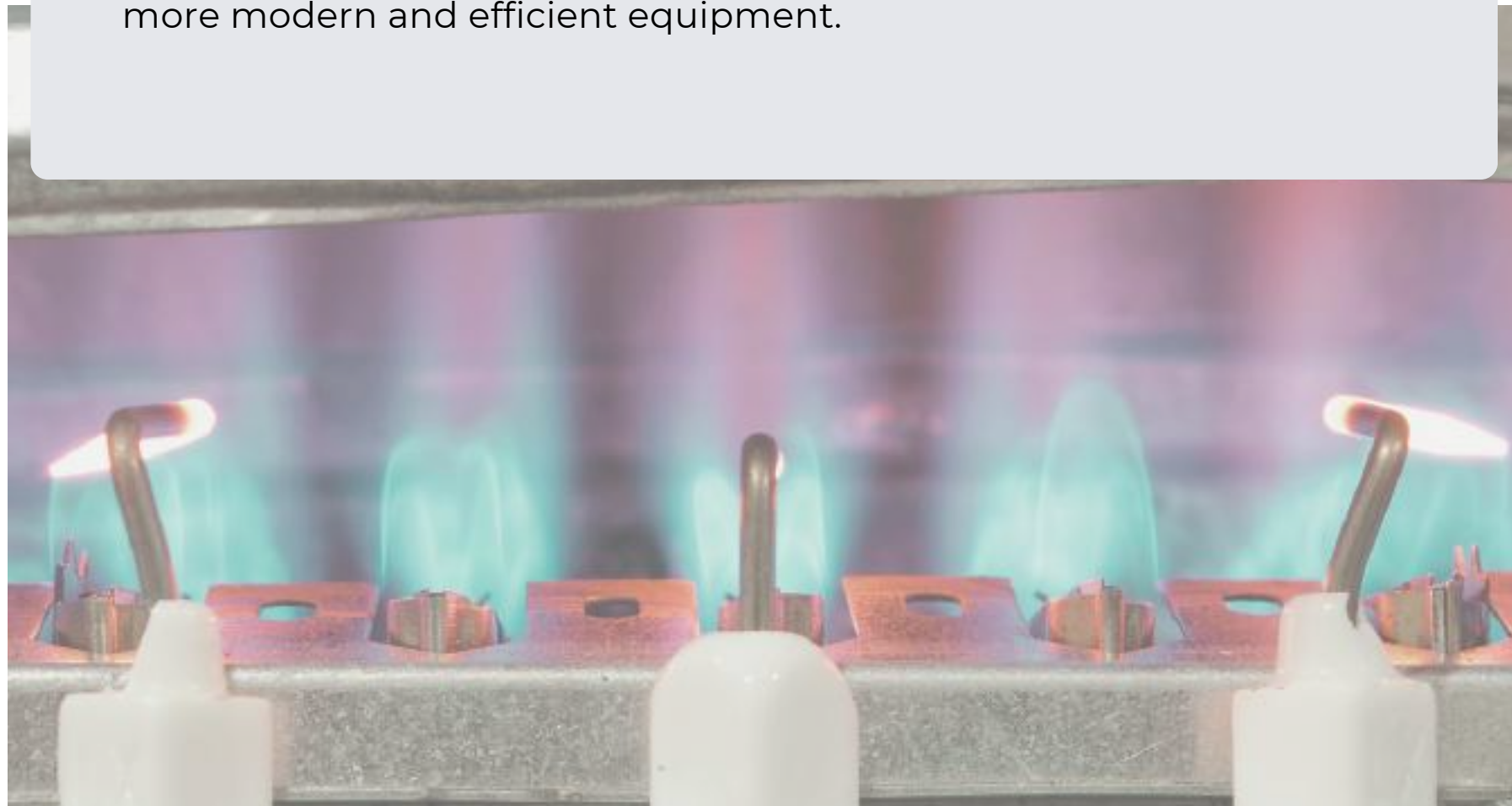
INDUSTRIAL VEHICLES:

- The 2024 data show a decline in consumption in absolute terms, reaching the lowest level since 2018.
- Environmental indicators calculated in relation to working days remain stable.
- **In 2025, staff training activities will continue to encourage responsible behaviour in the use of utilities**, with a particular focus on the use of air conditioning and heating.

NATURAL GAS

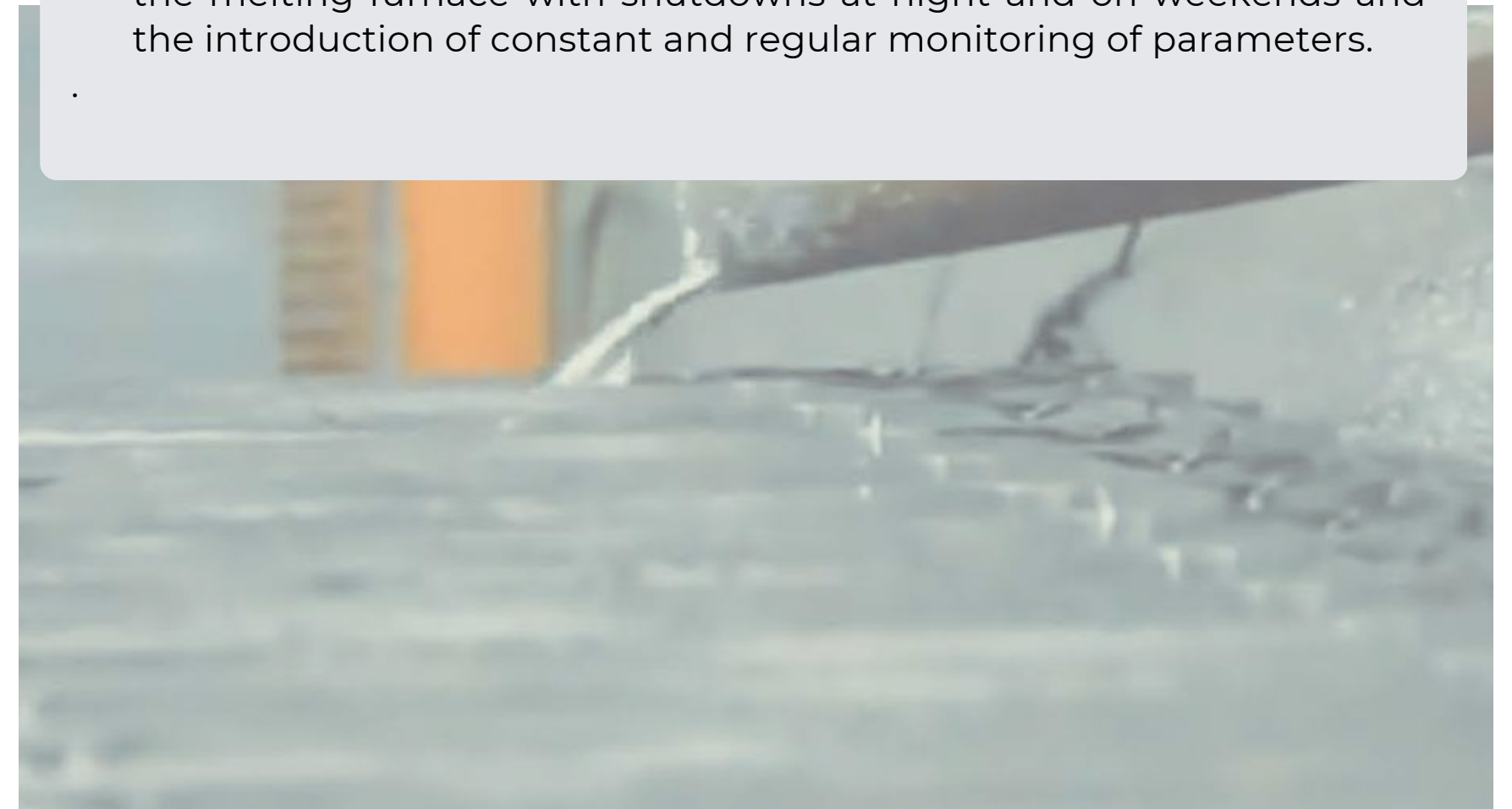
NATURAL GAS FOR HEATING:

- Gas consumption for heating is expected to increase in 2024 but will still be lower than in 2022.
- This is due to the **energy saving policies implemented, the continuous monitoring of systems**, as well as the awareness-raising activities carried out among staff and the gradual replacement of heating systems with more modern and efficient equipment.



NATURAL GAS FOR MELTING FURNACE:

- We can see a **decline in gas consumption for industrial use in 2024. This trend began in 2022**, following the contraction in the foundry's production activity, with a consequent reduction in zamak scrap and material intended for remelting.
- The **KPIs show an improvement in 2024** due to the optimisation of the melting furnace with shutdowns at night and on weekends and the introduction of constant and regular monitoring of parameters.



WATER

WATER CONSUMPTION:

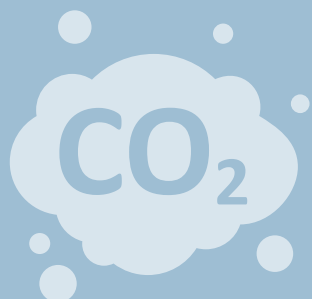
- The **consumption** recorded for the year **2024** is **in line** with the last two years. At the end of 2024, a break in the water pipe in the foundry department, inside the plant, caused a significant water leak. FARMA took steps to quickly restore the correct supply by calling in a qualified company.
- Since January 2022, the water supply for the foundry cooling system has been provided by the mains water supply, following the inclusion in the seventh amendment to the IEA of an osmosis treatment plant for the water used to top up the tank.



EMISSIONS

ATMOSPHERIC EMISSIONS:

- The analysis of **the KPI relating to CO2** equivalent **emissions**, conducted in relation to energy performance indicators, with particular reference to electricity consumption, shows a **trend of continuous improvement**, the result of efficiency initiatives implemented over time. For 2024, the **values** have now **stabilised at levels** consistent with the volume of production activities and remain consistently **low**, demonstrating the effectiveness of the actions taken.
- In pursuing its decarbonisation goal, **FARMA** has also confirmed its commitment **to purchasing electricity entirely from renewable sources**, thereby contributing to the elimination of CO2 emissions related to this specific energy carrier.



The **management and disposal of waste** produced are carried out in accordance with specific procedures and in full **compliance with** current **legislation**. The transport and final disposal of waste are entrusted to specialised and duly authorised companies, whose documentation is constantly checked by FARMA to ensure its validity.

In addition, **special areas** have been **set up for the temporary storage of waste**, organised according to type. Within the company premises, there are containers dedicated to **separate waste collection**, from which the waste is transferred to temporary storage or, if necessary, directly to disposal. The temporary storage of non-hazardous waste consists of watertight containers, equipped with covers and divided by type (e.g. metals, paper and cardboard, wood, plastic, etc.).

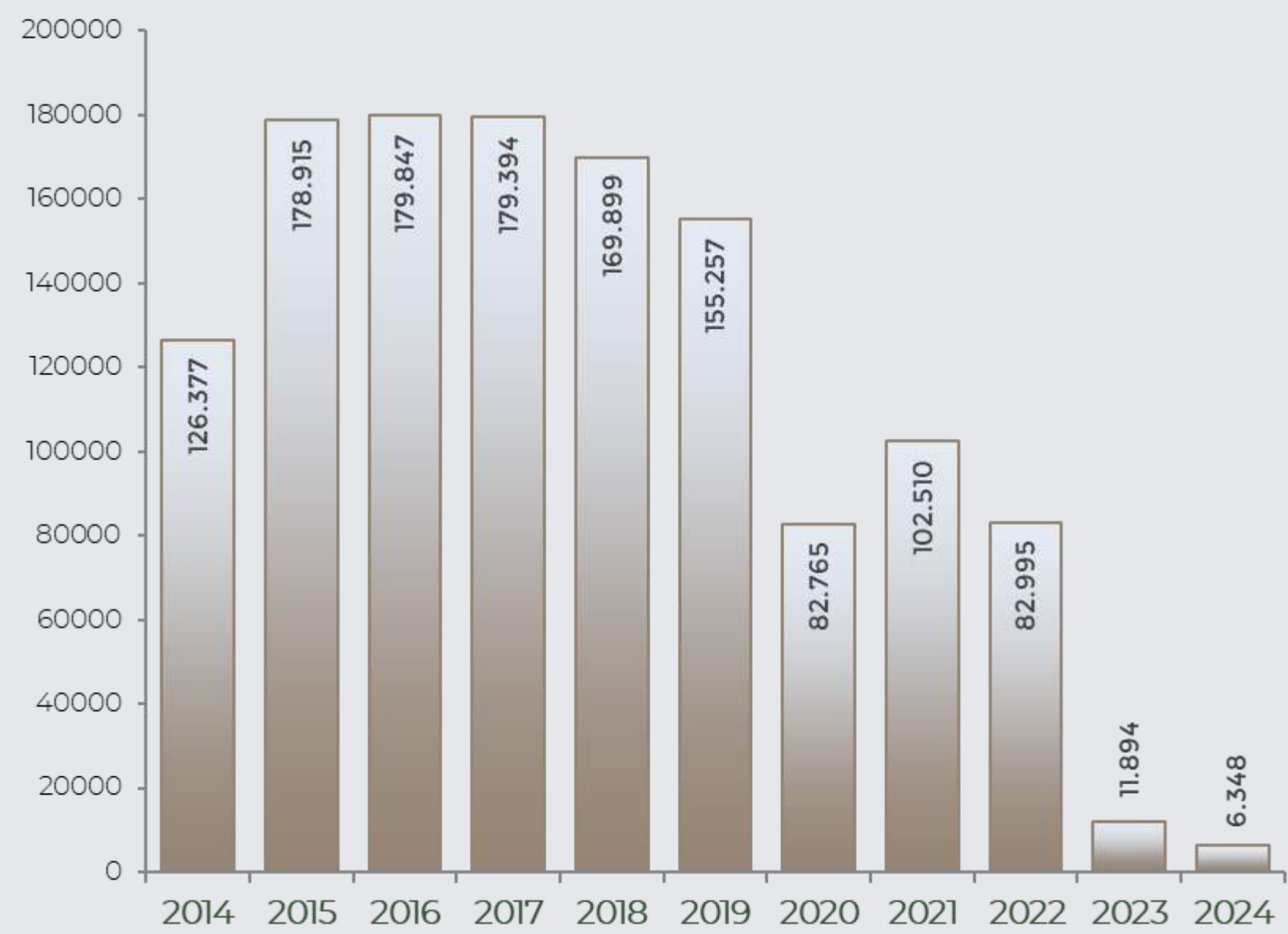
Hazardous waste, on the other hand, is stored in suitable containers equipped with adequate containment basins in the case of liquids. To ensure greater safety, these storage areas are protected from the elements and are not exposed to precipitation.

Finally, **in offices, toilets and the company canteen, mainly solid urban waste is produced**, which is similar to household waste as defined in Article 183 of Legislative Decree 116/2020. This is also collected separately and disposed of by the relevant public service.



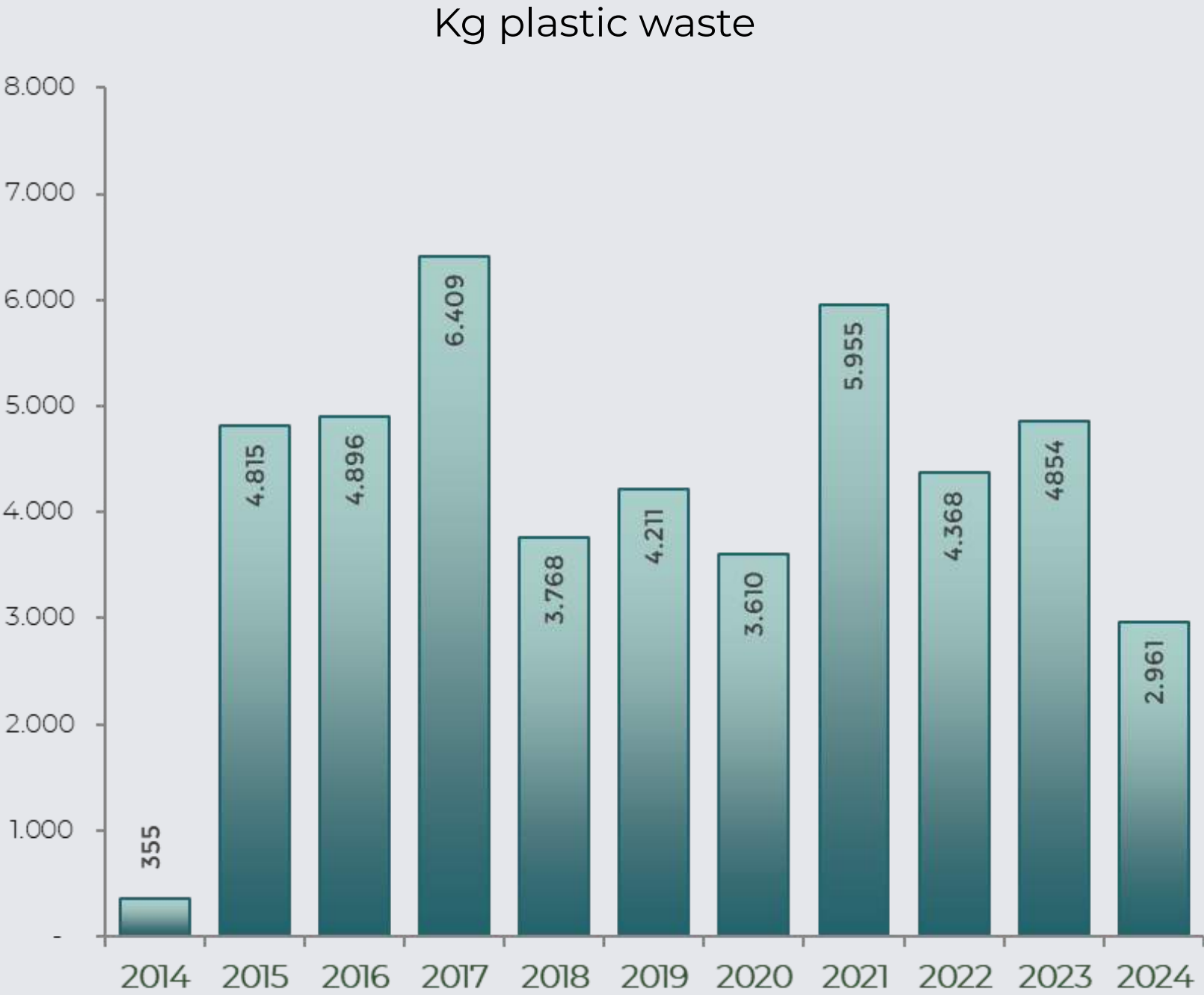
ZINC

Kg zinc waste



- In **2024**, the positive **trend** of recent years in terms of **waste reduction** is confirmed, highlighting the effectiveness of the actions implemented for more sustainable resource management.
- In particular, following the recognition of the classification of zamak waste (sprues, beans, first prints and foams) as "by-products", FARMA completed its registration in the Regional List of By-products of the Emilia-Romagna Region with process N 10 at the end of 2022. **Starting in 2023**, following the relevant regional decision, **zamak scrap** previously classified under EWC code 10 01 03 has been formally **classified as a "by-product"**.
- During 2023, the management regime for by-products became fully operational, also including foams. This development has led to a significant reduction in zinc waste destined for recovery from smelting furnaces, contributing significantly to the reduction in the overall quantities of waste produced.

PLASTIC



- In **2024**, there will be both a **significant decrease in the absolute value of plastic waste and an improvement in environmental performance indicators related to plastic processing**, confirming the **positive trend** already observed in previous years. This result is attributable to both greater efficiency in production processes and more rational recovery of waste.
- Among the main innovations introduced are the hot chamber mould, which eliminates the production of plastic waste/sprue, and the two- figure mould, which allows two items to be produced simultaneously with the generation of a single sprue. These **technological solutions have contributed significantly to the reduction of waste**.
- The improvement was also facilitated by **more efficient management of "machine orders"**, thanks to the introduction of new plastic injection moulding machines that ensure greater operational continuity and consistency in the type of material used. This has reduced the waste generated during the start-up phase (purge).
- Finally, further contributions to the reduction of plastic waste come from **ongoing staff training and technical expertise gained over the years**, which have resulted in a significant decrease in errors during production.

		<p>a. Economic performance and indirect economic results 61</p> <p>b. Sustainable investments 63</p>
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KEY FINANCIAL RESULTS FOR 2024

The following table shows FARMA's main economic and financial data as at 31 December 2024, compared with the previous year:

Values in thousands of Euro	2024	Percentage	2023	Percentage
Revenue	14.630	100%	17.632	100%
EBIT	1.746	13%	3.008	16%
EBITDA	3.631	25%	4.908	28%
Adjusted EBITDA (before non-recurring items)	3.667	25%	5.008	23%
Operating result	979	7%	1.707	6%
CAPEX	482		251,4	
PFN	6.144		3.570	
Net equity	17.564		16.613	
Number of employees	86		84	

In 2024, revenues declined compared to the previous year, in a **complex macroeconomic environment** marked by political uncertainty linked to elections in the United States and Europe, as well as the ongoing conflict in Ukraine. Despite a generalised contraction in FARMA's core sectors of between 25% and 30%, the company managed to **partially mitigate this impact** thanks **to the expansion of its customer base** initiated in previous years. This strategy has therefore proved successful.

In this scenario, **EBITDA stood at €3.6 million**, down on the previous year, with an **EBITDA margin** of approximately **25%**; while **EBIT amounted to €1.7 million**, corresponding to approximately **13%**.

VALUE GENERATED AND DISTRIBUTED

The **economic value generated** by FARMA in 2024 is **€14.6 million**, down on the previous year.

The **economic value distributed** amounts to **€11.4 million**, of which:

- €3.9 million for consumption of materials; €2.9 million for consumption of services; €3.7 million for personnel costs;
- 0.3 million for interest payments.

The algebraic difference between the economic value generated and the economic value distributed, excluding amortisation and provisions, gives us the **retained economic value** of **€5.0 million**.

In the two-year period 2023-2024, FARMA was able to generate value thanks to a business model and strategy that looks to the future, based on growth, innovation and sustainability.

	2024	2023
a) Net revenues	14.678	17.438
a1) Change in internal production/removals	(223)	(36)
a2) other revenues and income	120	229
A) Value generated	14.575	17.641
b) Operating costs	(10.518)	(12.139)
b1) consumption of materials	(3.851)	(5.160)
b2) consumption of services	(2.892)	(3.237)
b3) personnel costs	(3.716)	(3.741)
b4) other charges	(58)	(80)
c) Capital providers	(25)	(225,5)
c1) Dividends distributed		
c2) Payment of interest	(274)	(221,9)
d) Income taxes	(881)	(1034,8)
B) Distributed economic value	-11.424	-13.399
e) Depreciation and amortisation	(1.885)	(2.117)
C) Economic value retained (A-b+e)	5.036	6.348

DESCRIPTION	PURCHASE VALUE	EXPECTED IMPROVEMENT ACTIONS
ROBOT IND. ABB IRB 2600/12	76.000 €	Improvement of working conditions and efficiency of execution times
KEYENCE OPTICAL MEASURING INSTRUMENT	35.000 €	Greater efficiency in controls, better quality and lower margin of error
TOTAL	101.000 €	

In 2024, the Company continued to make **significant investments** aimed at **continuous improvement** in terms of **sustainability**, in line with the annual budget and with the involvement of the production, technical and quality control departments.

FARMA also continued to monitor and report on **an investment policy aimed at improving its sustainability KPIs, with initiatives in both the social sphere** — through the responsible and valued use of its workforce — and the environmental sphere.



The table below lists the indicators reported in this Sustainability Report.

For each GRI indicator, the "GRI-ESRS Interoperability Index" document has been used to refer to the relevant ESRS, and the chapter or section where the data or information is reported has been indicated.

GRI 100: UNIVERSAL STANDARDS				
GRI CODE	GRI DESCRIPTION	ESRS CODE	ESRS DESCRIPTION	LOCATION
1. The organisation and its reporting practices				
102-1	Organisational details			Sec. 1a; Sec. 1b; Sec. 1d
102-3	Reporting period, frequency and point of contact	ESRS 1 §73	Reference period	Methodological note
2. Activities and workers				
102-6	Activities, value chain and other business relationships	ESRS 2 SBM-1 §40 <i>da</i> (a) i <i>a</i> (a) ii, <i>da</i> (b) <i>a</i> (c), §42 (c)	Strategy, business model and value chain	Sec. 1a; Sec. 2c; Sec. 2d
102-7	Employees	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 <i>da</i> (a) <i>a</i> (b) & <i>da</i> (d) <i>a</i> (e), <i>da</i> §51 <i>a</i> §52	Strategy, business model and value chain; Characteristics of the company's employees	Sec. 3a
102-8	Non-employees	ESRS S1 S1-7 <i>da</i> §55 <i>a</i> §56	Characteristics of non-employees in the company's own workforce	Sec. 3a
3. Governance				
102-9	Governance structure and composition	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b)	Role of administrative, management and control bodies	Sec. 1.d
102-10	Appointment and selection of the highest governing body	This topic is not covered by the list of sustainability issues in ESRS 1 AR §16		Sec. 1.d
102-12	Role of the highest governing body in controlling impact management	ESRS 2 GOV-1 §22 (c); GOV-2 §26 <i>da</i> (a) <i>a</i> (b); SBM-2 §45 (d); ESRS G1 §5 (a)	Role of administrative, management and control bodies; Information provided to administrative, management and control bodies of the company and sustainability issues addressed by them; Interests and opinions of stakeholders	Sec. 1.d
4. Stakeholder involvement				
102-29	Approach to stakeholder engagement	ESRS 2 SMB-2 §45 <i>da</i> (a) i <i>a</i> (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §25, §27 (e) & §28; ESRS S2 S2-1 §17 (b); S2-2 §20, §22 (e) & §23; ESRS S3 S3-1 §16 (b); S3-2 §19, §21 (d) & §22; ESRS S4 S4-1 §16 (b); S4-2 §18, §20 (d) & §21	Interests and opinions of stakeholders; Policies relating to own workforce; Processes for involving own employees and employee representatives in addressing impacts; Policies relating to workers in the value chain; Policies relating to affected communities; Policies relating to consumers and end users	Sec. 1.c
102-30	Collective agreements	ESRS S1 S1-8 §60 (a) & §61	Coverage of collective bargaining and social dialogue	Sec. 3.a

5. Information on material topics				
103-1	Process for determining material topics	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 <i>da</i> (b) ii <i>a</i> (b) iv	General criteria for preparing sustainability statements; Description of processes for identifying and assessing relevant impacts, risks and opportunities	Sec. 1c
103-2	List of material topics	ESRS 2 SBM-3 §48 (a) & (g)	Significant impacts, risks and opportunities and their interaction with the strategy and business model	Sec. 1c
GRI 200 ECONOMIC ASPECTS				
GRI CODE	GRI DESCRIPTION	ESRS CODE	ESRS DESCRIPTION	LOCATION
GRI 201: Economic performance				
201-1	Directly generated and distributed economic value	This topic is not covered by the list of sustainability issues in ESRS 1 AR §16.		Sec. 5.a
GRI 205: Anti-corruption				
205-3	Confirmed incidents of corruption and measures taken	ESRS G1 G1-4 §25	Cases of active or passive corruption	In 2024, there were no incidents of corruption.
GRI 206: Anti-competitive behaviour				
206-1	Legal actions relating to anti-competitive behaviour, trust activities and monopolistic practices	This topic is not covered by the list of sustainability issues in ESRS 1 AR §16.		In 2024, there were no incidents of anti-competitive behaviour.
GRI 300 ENVIRONMENTAL ASPECTS				
GRI CODE	GRI DESCRIPTION	ESRS CODE	ESRS DESCRIPTION	LOCATION
GRI 302: Energy				
302-1	Energy consumption within the organisation	ESRS E1 E1-5 §37; §38; §AR 32 (a), (c), (e) & (f)	Energy consumption and energy mix	Sec. 4.b
GRI 303: Water and wastewater				
303-5	Water consumption	ESRS E3 E3-4 §28 (a), (b), (d) & (e)	Water consumption	Sec. 4.b
GRI 305: Emissions				
305-1	Direct greenhouse gas emissions	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §50; §AR 25 (b) & (c); §AR 39 <i>da</i> (a) <i>a</i> (d); §AR 40; AR §43 <i>da</i> (c) <i>a</i> (d)	Targets relating to climate change mitigation and adaptation; Gross GHG emissions from scope 1, 2 and 3 and total GHG emissions	Sec. 4.b



GRI 306: Discharges and waste				
306-2	Waste sorted by type and disposal methods	ESRS E5 E5-2 §17 & §20 (e) & (f); E5-5 §40 & §AR 33 (c)	Actions and resources related to resource use and the circular economy; Outgoing resource flows	Sec. 4.c
GRI 400: SOCIAL ASPECTS				
GRI CODE	GRI DESCRIPTION	ESRS CODE	ESRS DESCRIPTION	LOCATION
GRI 401: Employment				
401-1	New hires and turnover rate	ESRS S1 S1-6 §50 (c)	Characteristics of the company's employees	Sec. 3.a
401-2	Benefits for full-time employees that are not available to fixed-term or part-time employees	ESRS S1 S1-11 §74; §75; §AR 75	Social protection	Sec. 3.a
GRI 403: Occupational health and safety				
403-1	Occupational health and safety management system	ESRS S1 S1-1 §23	Policies relating to own workforce	Sec. 3.a
403-2	Hazard identification, risk assessment and accident investigation	ESRS S1 S1-3 §32 (b) & §33	Processes to remedy negative impacts and channels that enable own workers to raise concerns	Sec. 3.a
403-3	Occupational health services	'Health and safety' and 'Training and skills development' are sustainability topics for S1 covered by ESRS 1 §AR 16. Therefore, this GRI disclosure is covered by MDR-P, MDR-A, MDR-T and/or as a specific entity metric to be disclosed in accordance with ESRS 1 §11 and pursuant to MDR-M.	Policies adopted to manage relevant sustainability issues; Actions and resources related to relevant sustainability issues; Monitoring the effectiveness of policies and actions through objectives; Metrics related to relevant sustainability issues	Sec. 3.a
403-4	Participation and consultation of workers on occupational health and safety programmes and related communication			Sec. 3.a
403-5	Training workers on health and safety at work	'Health and safety' and 'Training and skills development' are sustainability topics for S1 covered by ESRS 1 §AR 16. Therefore, this GRI disclosure is covered by MDR-P, MDR-A, MDR-T and/or as a specific entity metric to be disclosed in accordance with ESRS 1 §11 and in accordance with MDR-M.	Policies adopted to manage relevant sustainability issues; Actions and resources related to relevant sustainability issues; Monitoring the effectiveness of policies and actions through objectives; Metrics related to relevant sustainability issues	Sec. 3.a
403-6	Promoting worker health	"Social protection" is a sustainability topic for S1 covered by ESRS 1 §AR 16. Therefore, this GRI disclosure is covered by MDR-P, MDR-A, MDR-T and/or as a specific entity metric to be disclosed in accordance with ESRS 1 §11 and pursuant to MDR-M.	Policies adopted to manage relevant sustainability issues; Actions and resources related to relevant sustainability issues; Monitoring the effectiveness of policies and actions through objectives; Metrics related to relevant sustainability issues	Sec. 3.a
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	ESRS S2 S2-4 §32 (a)	Actions on significant impacts and approaches to mitigate significant risks and achieve significant opportunities for workers in the value chain, as well as the effectiveness of such actions and approaches	Sec. 3b

403-9	Accidents at work	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) & (c); §AR 82	Actions taken on impacts relevant to the workforce and approaches to mitigating relevant risks and pursuing relevant opportunities in relation to the workforce, as well as the effectiveness of such actions; Health and safety metrics	Sec. 3a
GRI 404: Training				
404-1	Average hours of training per year per employee	ESRS S1 S1-13 §83 (b) & §84	Skills training and development metrics	Sec. 3b
GRI 405: Diversity and equal opportunities				
405-1	Diversity of governing bodies and employees	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 <i>da</i> (a) <i>a</i> (b); S1-12 §79	Role of administrative, management and control bodies; Characteristics of company employees; Diversity metrics; People with disabilities	Sec. 1d; Sec. 3a

