GEFIT
Your Global Partner

SUSTAINABILITY REPORT

2025

INTRODUCTION
THE SUSTAINABILITY REPORT

The preparation of the **Sustainability Report**, conducted on a voluntary basis, stems from GEFIT's desire to share its environmental, social, and governance achievements with its stakeholders.

This concrete commitment has been built over time through targeted actions to monitor and reduce the environmental impacts of our processes and products and to enhance our human capital and community connections.

This publication represents an important step in our journey toward increasingly informed and responsible growth. A journey that GEFIT has consistently pursued for years, and its third Sustainability Report provides concrete evidence of an advanced business model, founded on ethics, innovation, and transparency.

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LETTER TO STAKEHOLDERS

This is GEFIT's third Sustainability Report.

Three years isn't a long time, but it's enough to see something take shape. In the first editions we were learning to share our work, but today this Report seems to have a life of its own: it accompanies us, asks us questions, pushes us to look at the company from new perspectives and to more carefully measure the impact of our choices.

Sustainability, after all, has never been a separate project. It's the way we try to do business.

We find it in our research and development activities, in the solutions we design, in our purchasing decisions, in our work organization, in our attention to safety, and in our relationships with customers, suppliers, and collaborators. Not as a set of rules to follow, but as a shared responsibility that guides our actions.

What makes us particularly proud is that many of the initiatives described in these pages aren't born from directives imposed from above. They come from our people and their ability to observe, propose, and improve. They come from those who experience the company every day and contribute to making it more attentive, more efficient, and more aware.

For this reason, we consider sustainability not just a goal, but a constantly evolving cultural process. A journey that grows with us and that, year after year, helps define GEFIT's identity and the value we aim to generate for everyone who interacts with us: "green ideas" find fertile ground at GEFIT, even when challenging.

The Shareholders
Eleonora and Raffaella Zavattaro

01. GEFIT IS

GEFIT S.P.A.

Estabilished in 1967 in Alessandria, GEFIT was founded by a group of engineers led by Pietro Zavattaro with the goal of applying their expertise in industrial automation to a rapidly changing sector. In a manufacturing environment where many operations were still manual, GEFIT immediately focused on technological innovation and process automation, seizing the opportunities offered by the development of the plastic closures industry and, at the same time, the growing need for efficiency in the automotive sector.

Over the years, the company has consolidated its market presence by investing in quality, research, and internationalization. This path has led to the opening of four production facilities and four sales & service centers in America, Asia, and Europe.

Today, with the second generation at the helm, GEFIT is a globally recognized player in the automation and production of molds and assembly machines. Its activities based on advanced design and the use of next-generation hardware and software technologies. The company's strategy is bconcentrating on specialization, diversification, and international presence, with a constant focus on technology and sustainability, key elements for ensuring competitiveness, customer proximity, and operational continuity.

KEY MILESTONES IN GEFIT'S HISTORY

1967
FOUNDATION OF G.E.F.I.T.

1986
ALESSANDRIA, ITALY
The new headquarters

1987
MOSCOW, RUSSIA
Opening of the sales office

1992
BEIJING, CHINA
Opening of the sales office

1995
Acquisition of 100% of DEA, a company specializing in software and special project support

1999
Foundation of GEFTECH in Tatabanya, HUNGARY, to support GEFIT in the mechanical processing and production of assemblies and parts

2004
Establishment of a Business Unit that combines technologies from the mold and assembly line sectors for the production of high-speed assembly machines

2005
CHINA
Establishment of GEFYUN, Joint Venture between Gefit and Zhiyun.

2006
Acquisition of 100% of LIVERNOIS, a company founded in 1949 in Michigan, USA, active in the production of heat exchangers

2009
Foundation of GEFIT DALIAN INDUSTRIAL TECHNOLOGIES, CHINA

2019
Foundation of GEFIT INDIA TECHNOLOGIES, factory manufacturing company based in PUNE, INDIA. Set up of a customer service facility in Shanghai, China

2021
Startup of the technical center in Suzhou, China

2022
Establishment of the GEFIT MEXICO ENGINEERING production unit in MONTERREY, MEXICO

GEFIT KEY FIGURES

+ 90% EXPORTED FROM ITALY

50 1967 2017 OVER 50 YEARS OF EXPERIENCE

37.000 SQUARE METERS WORLDWIDE

415 GLOBAL WORKFORCE

AUTOMATION

Automotive | Mechatronics & Electronics | Compressor | e-Mobility

MODULS & ASSEMBLY

Food & Beverage | Home & Personal care | Medical & Pharma | Automotive

1.1 ORGANIZATION AND CONTEXT

GEFIT S.p.A. is a leading company in the automation industry and the supply of molds and assembly machines. It is structured around two production units: the Automation Division and the Moulds & Assembly Division. Both units employ a highly qualified and specialized workforce with extensive experience in prototyping, design, and manufacturing in the most important industrial application sectors.

GEFIT
Your **Global** Partner

1 **AUTOMATION** Unit Business

REGISTERED AND ADMINISTRATIVE HEADQUARTERS:
Alessandria, Via De Negri n°9

GEFIT AUTOMATION employs 129 people in the design, construction, and installation of assembly systems.

2 **MOULDS & ASSEMBLY** Unit Business

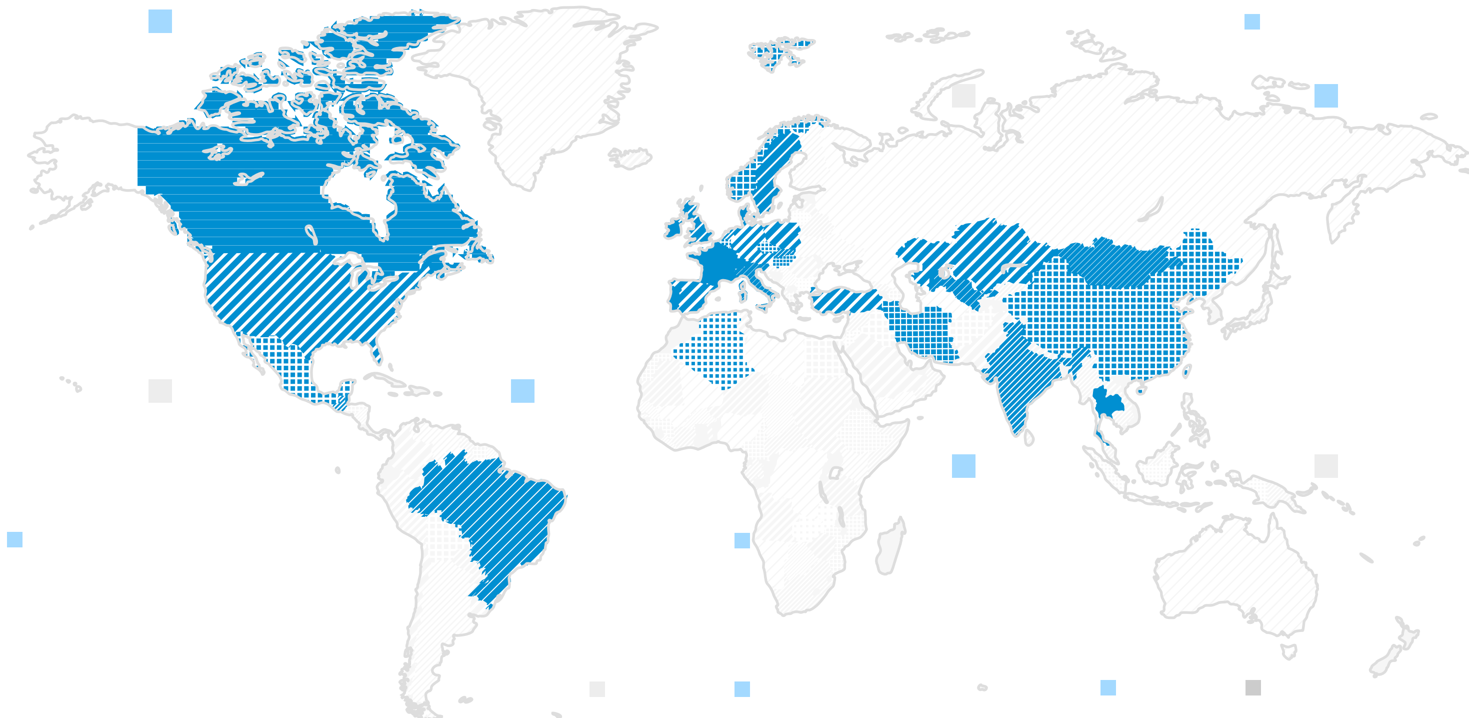
OPERATIONAL SITE
Fubine, Strada per Felizzano (AL)

GEFIT M&A employs 92 people in the design and manufacturing of injection molds for thermoplastics and high-speed assembly machines.

GEFIT operates regularly in both Italy and abroad; below, the breakdown of sales and service revenues by geographic area for 2025 sales.

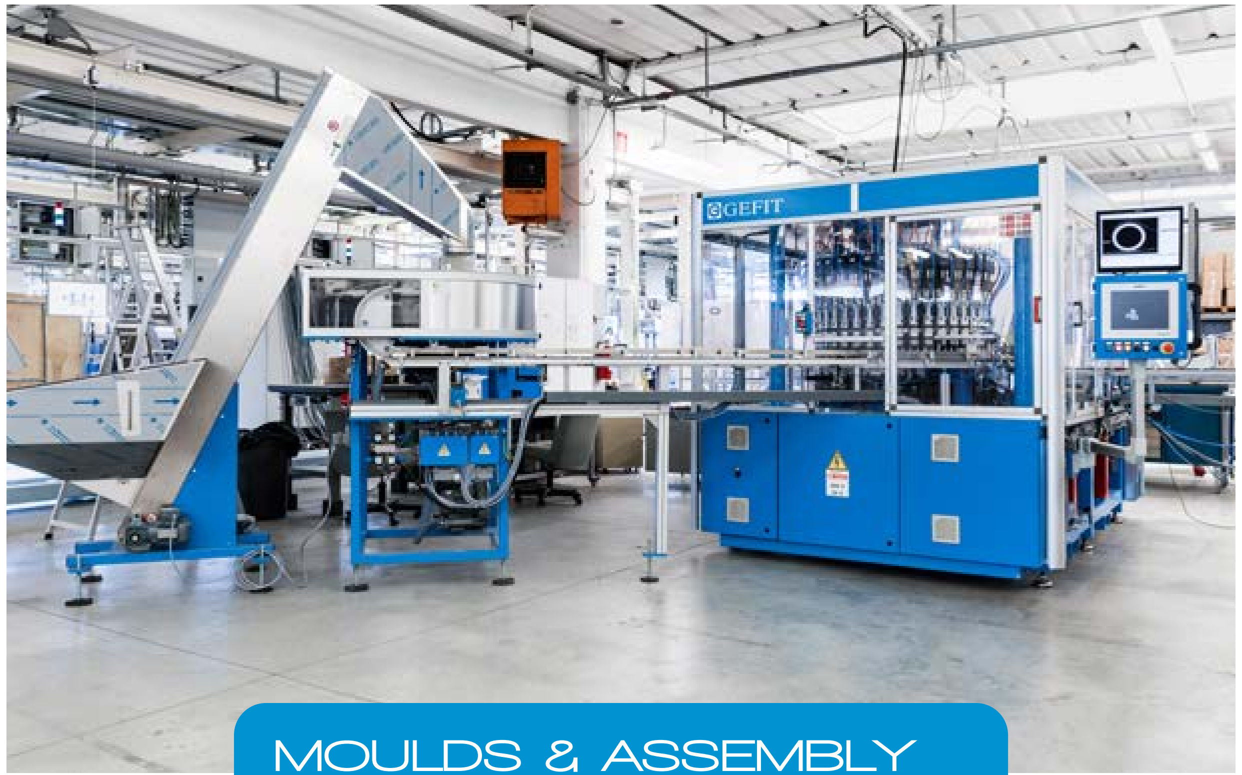
GEFIT S.P.A

- **Alessandria - Automation**
- **Fubine - Moulds & Assembly**
- 1967
- 129 Empolyees in Alessandria
- 92 Employees in Fubine
- GEFITITALY: 15.000 mq



The total turnover generated by the two operating plants in 2025 amounted to €68 million, broken down as follows:

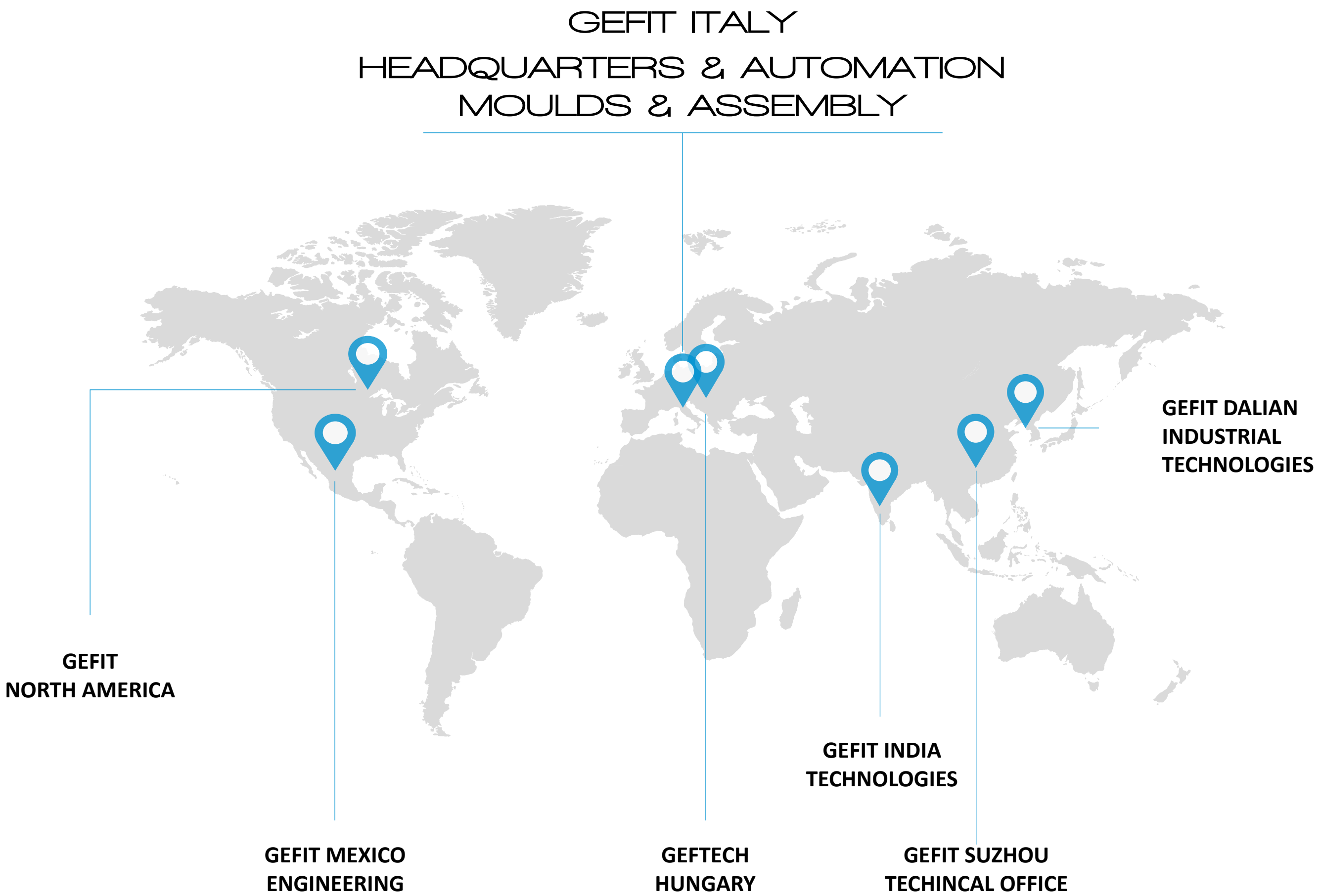
- €37 million from the Automation Division
- €31 million from the Moulds & Assembly (M&A) Division



MOULDS & ASSEMBLY
Fubine (AL)

AUTOMOTIVE
Alessandria

1.2 GEFIT IN THE WORLD



The Company operates in international markets and throughout Italy. Internationally, its operations are conducted in Europe, North America, Mexico, China, and India. GEFIT is a leader in the production and sale of capital goods for the automotive sector in the most industrialized and high-tech countries, and in machinery for the molding and assembly of plastic products for food packaging worldwide.

The Company's sales structure is made up of internal resources and has been significantly strengthened over the years. It also has a consolidated network of agents active in the Italian and international markets.

GEFIT ITALY'S SUSTAINABILITY PERFORMANCE IS REPORTED IN THE 2025 SUSTAINABILITY REPORT.

1.3 MISSION AND VISION

GEFIT's mission is simple: to support clients in the realization of their industrial projects, guiding them towards healthy, ethical, and sustainable technological progress.

RESEARCH AND DEVELOPMENT

The company collaborates with leading research organizations and institutions at all levels. These partnerships continue to strengthen, with positive impacts on technical and design applications. In the ESG field, the internal R&D department is a key player in continuous improvement.

YOUTH AND TALENT

GEFIT invests in relationships with schools and in internal training to ensure the transfer of know-how from senior figures, who have contributed to the company's history and success, to the new generations who ensure its continuity and innovation.

INTERNATIONALIZATION

GEFIT has significantly expanded its global presence in recent years, increasing its proximity to customers and ensuring increasingly comprehensive service.

DIVERSIFICATION

Thanks to its two divisions, GEFIT is a virtuous example in which diversification, which guarantees its solidity, combines with specialization, which makes it a reliable point of reference for its market.

1.4 THE CERTIFICATIONS

GEFIT is proud to have obtained the following certifications, as a testament to our commitment:

9001:2015 14001:2015

ALCUMUS SC CERTIFICATIONS

UNI EN ISO 9001:2015
First certified in 1997.
UNI EN ISO 14001:2015
Certification obtained in January 2024.

GEFIT has implemented and adopted an Integrated Quality-Environmental Management System (QMS) to demonstrate its ability to consistently meet customer needs, regulatory requirements, and applicable standards.

The timely and continuous application of the integrated management system aims to increase customer satisfaction and improve company performance, consistent with the Integrated Quality-Environmental Policy.

The management system, compliant with the relevant standards UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015, is extended to both GEFIT divisions.

A process-based approach has been introduced to implement the management system, facilitating the management of organizational resources and the monitoring of system indicators. This approach clarifies the objectives to be pursued, the associated responsibilities, the expected results, and the relationships between the corporate entities involved.


Bureau Veritas Certification
GEFIT S.P.A.
ISO 9001:2015
ACCREDIA

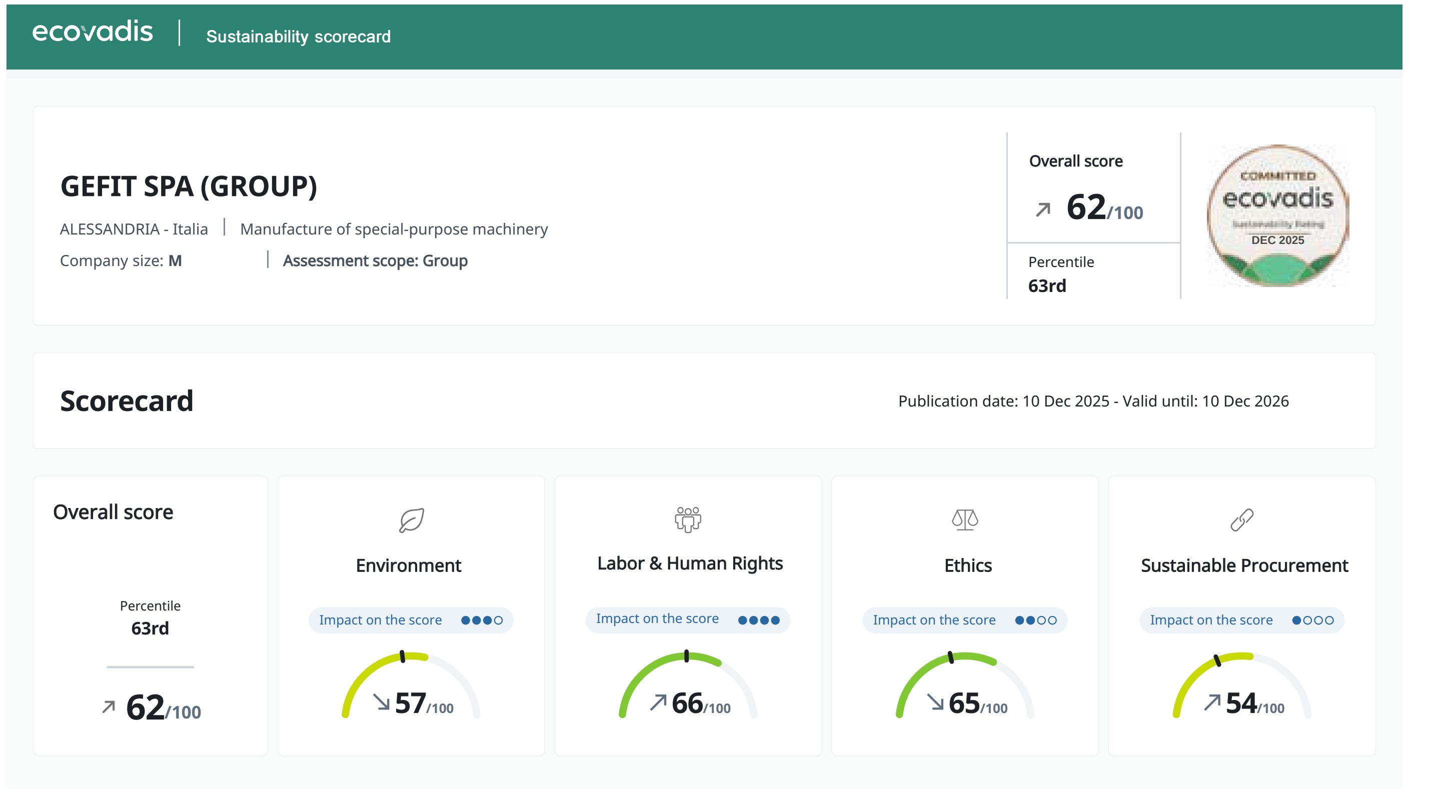

Bureau Veritas Certification
GEFIT S.P.A.
ISO 9001:2015
ACCREDIA


SafeContractor
Certificate of Accreditation

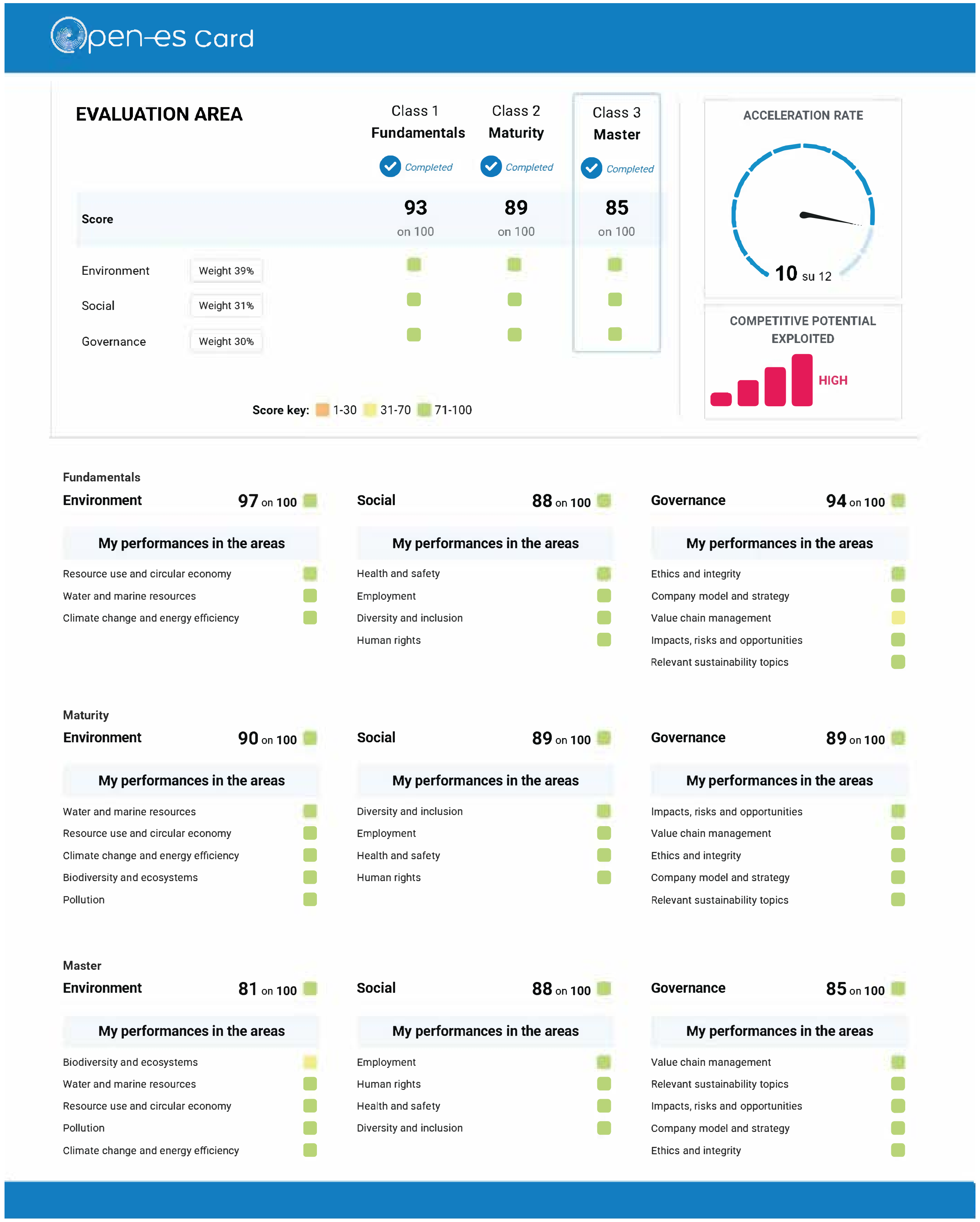
Below are the GEFIT scorecards from some of the internationally recognized ESG platforms used by GEFIT. ESG platforms such as EcoVadis and Open-es are digital tools designed to support companies in assessing, managing, and communicating their sustainability performance.

EcoVadis provides an internationally recognized rating system that evaluates ESG practices throughout the supply chain, while Open-es promotes the transparent sharing of ESG data between companies, facilitating collaboration and continuous improvement. These platforms help organizations demonstrate their commitment to sustainability, respond to growing stakeholder demands for transparency, and strengthen competitiveness in an increasingly ESG-focused market.

Score Card ECOVADIS



Score Card OPEN-ES



GEFIT has also updated its Sustainability Assessment Questionnaire in accordance with the SAQ5.0 standard, an internationally recognized framework applicable to all suppliers within the automotive supply chain.

The SAQ is aligned with the Global Automotive Sustainability Guiding Principles and is designed to support continuous sustainability performance improvement by assessing policies and practices related to human rights and environmental sustainability, health and safety, business ethics and compliance, responsible sourcing of raw materials, and responsible supplier management.

Demonstrating strong sustainability performance, GEFIT achieved an "MS" rating of B and a sustainability score of 81%, significantly outperforming both the manufacturing sector average (59%) and the Italian national average (55%).

SafeContractor APPROVED — SUPPLIER ASSURANCE — B 81 Rating SAQ 5.0

SAQ Sustainability Assessment

The globally recognized automotive industry sustainability standard

Excellent sustainability performance, GEFIT exceeds national and industry averages with a score of 81%

1.5 PARTNERSHIP

Setting a good example and committing to concrete actions are essential to raising awareness of the concepts of shared value and ecological transition within the community, which form the basis of the ESG responsibility journey.

To promote sustainable supply chains and economic models based on respect for people and the environment, GEFIT has been committed to its membership, consolidating strategic partnerships aimed at supporting innovative, high-value projects and initiatives.

GEFIT has maintained stable relationships with local associations for years, joining industry-specific business organizations, including:

- AMAPLAST
- CONFINDUSTRIA
- PROPLAST
- UCISAP
- PROPLAST

UCISAP

AMAPLAST

proplast PLASTICS INNOVATION POLE

02. THE SUSTAINABILITY CONTEXT

2.1 CONTEXT ANALYSIS

In pursuing its sustainability objectives, GEFIT adopts a structured and integrated approach based on an in-depth analysis of the internal and external context in which it operates. Through its ISO 9001 and ISO 14001-certified management systems, the company constantly monitors sustainability risks and opportunities, also taking into account the social, economic, and environmental dynamics that may impact its operations.

A dynamic and systematic analysis of the internal and external context is a key element in guiding GEFIT's strategies and actions. Through rigorous assessment, the company is able to identify the most relevant issues and address them effectively, contributing to the constant improvement of performance and its positive impact on the local area and the environment.

Following changes in the context in which the company operates or the introduction of new requirements and/or strategies, a timely review of related additional risks is systematically carried out, for which the necessary corrective and control actions are undertaken and are promptly analyzed during the annual Management review.

2.2 STAKEHOLDERS

Over time, GEFIT has built strong and lasting relationships with its internal and external stakeholders, consolidating an ongoing dialogue with the local community. These relationships have enabled the development of numerous ESG initiatives, further strengthened by the preparation of the Sustainability Report, which represents a key tool for transparency and engagement, strengthening the communication of its commitment to a responsible future, guided by respect for people and sustainability as a strategic lever.

GEFIT's stakeholders are all the people and entities impacted by the Group's activities and who engage with the Company through collaborative relationships, creating lasting value and are divided into primary (employees, customers, banks, certification bodies, and local institutions) and secondary (research institutions and educational institutions, trade associations, competitors, the media, and local communities).

In its dialogue with stakeholders, GEFIT expresses a constant desire for shared growth, promoting continuous improvement in all areas of expertise. Well-being, quality, safety, innovation, sustainability, and reputation are the guiding values that guide a concrete and lasting collaboration.

GEFIT's stakeholders are divided into primary (employees, suppliers, customers, banks, certification bodies, and local institutions) and secondary (research institutions and educational institutions, trade associations, competitors, the media, and local communities).

STAKEHOLDER	SCOPE OF IMPACT DIRECT
GEFIT Property	Economic, social and environmental sustainability
CDA GEFIT	Economic, social and environmental sustainability
GEFIT employees	Economic, social and environmental sustainability
PLANT RLS	Health and safety at work
RSU	Sostenibilità sociale
GEFIT Group	Economic, social and environmental sustainability
Occupational doc	Health and safety at work
Contractors ref. Art.26	Health and safety at work
Suppliers Processing with orders > €10,000	Economic, social and environmental sustainability
Commercial suppliers with orders > €10,000	Economic, social and environmental sustainability
General Services and Maintenance Suppliers	Health and safety at work environment
Significant/operational suppliers for sustainability by type of services/products	Health and safety at work, environment, energy efficiency, Carbon Footprint
Technical offices (mechanical, electrical, software) ordered > €5,000	Economic, social and environmental sustainability
GEFIT Service Providers (Canteen and Plant Cleaning)	Health and safety at work, environment
Customers	Economic, social and environmental sustainability

STAKEHOLDER	SCOPE OF IMPACT DIRECT
Supervisory Body 231	Economic, social and environmental sustainability, MOG 231
Certification body	Economic, social and environmental sustainability
Board of Auditors / Auditor	Economic, social and environmental sustainability
Municipality of Alessandria	Environment, mobility
Municipality of Fubine	Environment, mobilityAUA
Trade associations	Skills
Main training institutions	Training and skills
Higher education institutions	Training and skills
University	Training and skills, R&D
Nonprofit organizations	Social
Neighborhood / Owners surrounding areas GEFIT factories	Environment
Fire Brigade	Health and safety at work, environment
Assurance	Economic, social and environmental sustainability
Banks	Economic, social and environmental sustainability
Future generations	Economic, social and environmental sustainability

THE MATERIALITY SURVEY, WHICH FORMS THE BASIS OF THE MATERIALITY ANALYSIS CARRIED OUT BY GEFIT, IS PERIODICALLY OFFERED TO KEY INTERNAL AND EXTERNAL STAKEHOLDERS.

2.3 MATERIALITY ANALYSIS

2.3.1 MACRO-THEMES

To identify material topics, GEFIT considered industry analyses, governance documents, policies, and the Code of Ethics, as well as integrated assessments and international standards relating to customers, suppliers, competitors, trade associations, and credit institutions.

The analysis was conducted through ongoing and transparent dialogue with GEFIT Management and the personnel directly involved in the project, with the aim of identifying the topics relevant to the company and initiating a more in-depth analysis. Based on the context analysis and stakeholder relevance assessment, the following aspects were confirmed and reexamined:

01
Governance and Management

GEFIT places the principles of accountability, transparency, and measurable performance at the core of its sustainability strategy. Responsibility in addressing the impacts on the economy, the environment, and society is a fundamental priority: the organization is committed to clearly and precisely describing these impacts, taking full responsibility for its decisions and actions.

Transparency is ensured through the clear, accurate, and complete sharing of policies, decision-making processes, and corporate activities, with particular attention to the impact on the local area, the environment, and stakeholders.

To monitor the effectiveness of its actions and foster continuous improvement, GEFIT adopts a structured system of key performance indicators (KPIs), defined to be measurable and comparable over time.

To support these objectives, the active involvement of department heads within the organization has been strengthened, promoting participatory governance that integrates transversal skills into sustainability-oriented decision-making and strategic processes.

02
Value Chain

GEFIT promotes sustainability in the value chain by engaging suppliers in designing shared responsibility pathways.

03
Human rights

GEFIT is committed to respecting and protecting the fundamental principles of human and labor rights, in line with international standards. This includes freedom of association, the right to collective bargaining, the rejection of all forms of forced labor, and non-discrimination in the workplace.

The company actively promotes a culture of ethics and responsibility through the adoption, dissemination, and application of its Code of Ethics, which represents a clear and shared framework for correct and transparent conduct in every aspect of the company's operations.

04
Gender equality

GEFIT guarantees equal treatment for male and female workers in hiring, job assignment, training, career opportunities, compensation, and termination.

05
Employment relationship and conditions

GEFIT guarantees working conditions that fully comply with current regulations, ensuring respect for workers' fundamental rights. The company's commitment translates into providing a fair and dignified working environment, with particular attention to:

- Adequate wages consistent with applicable collective bargaining agreements
- Regular working hours, respecting established limits
- The right to weekly rest, annual leave, and parental leave

06
Good management practices

GEFIT is committed to fighting corruption and promoting virtuous behavior, including through the 231 organizational model and with the support of the company's Code of Ethics.

07
Health and Safety at Work

Health and safety are a cornerstone of the company's organization. GEFIT has developed, implemented, and maintains an active prevention policy, which includes:

- Continuous analysis and management of health and safety risks
- Adoption of appropriate equipment and provision of personal protective equipment (PPE)
- Continuous staff training on safety issues

The goal is to ensure a safe, secure work environment focused on employee well-being.

08
Environment, Pollution Prevention, and Climate Impact Mitigation

GEFIT is committed to the sustainable use of resources, the reduction of energy and water consumption, and the use of sustainable, renewable, and low-impact alternative sources. The company has implemented programs to limit greenhouse gas emissions (ref. Carbon Footprint). As part of its sustainability journey, the company has integrated indicators, objectives, and strategies for environmental protection and climate impact mitigation.

09
Circular Economy

As part of its commitment to sustainability, GEFIT has adopted strategies aimed at reducing waste and scrap production throughout the entire production cycle, with the goal of reducing environmental impact and maximizing resources within a circular economy framework.

Through continuous analysis of business processes, GEFIT identifies areas where it is possible to minimize waste generation by implementing more efficient and sustainable technologies and production methods. At the same time, the company promotes a culture of reuse and recycling, encouraging the recovery of waste materials and their reintegration into production cycles.

10
Community Engagement and Development

GEFIT recognizes the fundamental value of education and culture as strategic levers for promoting sustainable, inclusive, and long-lasting development. For this reason, the company actively invests in initiatives aimed at fostering local and global community engagement, supporting training, culture, and social development projects that contribute to improving quality of life and creating new employment opportunities.

11
Job Creation and Technological Development

The company is committed to generating new jobs by promoting inclusive recruitment processes and investing in employee skills development. At the same time, GEFIT supports technological innovation and access to new technologies as key tools for improving productivity, environmental sustainability, and competitiveness in the global market.

12
Philanthropic Initiatives

Recognizing its social responsibility, GEFIT promotes and supports philanthropic initiatives. This commitment reflects our desire to generate a positive impact beyond the company's boundaries, helping build a more equitable and sustainable future globally.

2.4 MATERIALITY ANALYSIS AND CORPORATE RESPONSIBILITY

GEFIT conducted a materiality analysis, the process of identifying and understanding priorities within the context in which GEFIT operates. The identified priorities reflect the economic, social, and environmental impacts that deserve consideration.

The double materiality

The double materiality analysis allows us to identify and compare all the most important topics for stakeholders and GEFIT in the medium and long term.

Double materiality identifies the connection between the topics and GEFIT's strategy and ensures that the expectations of various internal and external stakeholders are taken into account.

The analysis led to the identification of the priority areas and those of greatest "materiality" for the relevant sector, allowing the organization to adapt the most relevant topics based on the current context.

The double materiality analysis was conducted taking into account GEFIT's main impacts, risks, and opportunities, with the aim of mitigating the company's footprint while working diligently to improve sustainable performance.

With the implementation of the CSRD, GEFIT has decided to integrate the traditional assessment of the impacts of its activities on people and the environment (impact materiality) with the assessment of risks and opportunities related to ESG issues and the company's financial results (financial materiality).

An ESG issue is considered material when it meets the criteria established for impact materiality, financial materiality, or both.

Impact Materiality

Following an inside-out approach, the Company assesses materiality by considering the positive and negative, current and potential impacts that may arise on stakeholders and the environment based on the company's management of an ESG issue.

Financial Materiality - With this approach, known as "Outside-in," the Company considers the risks and opportunities arising from the management (or lack thereof) of an ESG issue and the potential impact these factors could have on economic and financial performance.

The double materiality analysis took into account the company's activities, its main impacts, and, through an internal analysis, stakeholder interests and expectations.

Thanks to the materiality and double materiality analysis, the 10 material issues that GEFIT has integrated into its business were identified.

2.5 THE IMPACTS

Responsibility for managing the company's impacts lies with the various GEFIT Managers, who work together to maximize positive impacts and limit negative ones on the economy, the environment, and people.

The following is a mapping of positive and negative impacts, grouped by material themes.

TABLE OF THE MOST SIGNIFICANT ESG THEMES FOR MATERIALITY OF IMPACT

MATERIAL THEME	IMPACT	TYPE	IMPACT MANAGEMENT
CLIMATE CHANGE	Increase in CO_2 concentration in the air due to energy consumption and processes arising from the entire Value Chain of the organization	ACTUAL	**Policy: Commitment to reducing consumption** **Current actions: Installation and use of renewable energy, adoption of technologies aimed at reducing energy consumption.** **Monitoring: GRI 305-1, 305-2; GRI 302-1, 302-2**
CIRCULAR ECONOMY	Waste generation from manufacturing processes. The company is committed to recycling production waste.	POTENTIAL	**Policy: Compliance with regulatory requirements, Environmental Management System.** **Existing actions: Circular economy practices, waste reduction, reuse, and recycling. SAP for optimized stock purchasing and packaging reduction, and logistics optimization. Maintenance of ISO 14001 certification.** **Monitoring: GRI 306-3, 306-4, 306-5.**
SUSTAINABLE SOURCING	Selection of suppliers with consolidated and loyal relationships, with a structured qualification process that takes ESG impacts into account.	POTENTIAL	**Policy: Operating instructions for procurement and supplier evaluation by quality control.** **Current actions: Implementation of quality policies.** **Monitoring: Supplier review, selection of local suppliers GRI 204-1**
WORKER TRAINING AND WELL-BEING	Professional growth through ongoing training programs. Improved performance and employee satisfaction through wellness programs and transparent, fair mechanisms that enhance everyone's professional skills.	POSITIVE	**Policy: Structured management of human resources selection, training and development, promoting a culture of well-being.** **Current actions: continuous training through GEFITACADEMY; adoption of the Code of Ethics and Organizational Model 231, including a whistleblowing procedure; additional health screenings beyond regulatory requirements.** **Monitoring: GRI 404-1.**

TABLE OF THE MOST SIGNIFICANT ESG THEMES FOR MATERIALITY OF IMPACT

MATERIAL THEME	IMPACT	TYPE	IMPACT MANAGEMENT
HEALTH AND SAFETY IN THE WORKPLACE	Occupational accidents and diseases of workers: the company has a health and safety management system that complies with current regulations but is not certified ..	ACTUAL	**Policy: Safety first. 360° risk assessment; compliance with the requirements for Occupational Health and Safety Management Systems.** **Current actions: Compliance with regulatory requirements. Enhanced safety culture at all levels.** **Monitoring: GRI 403**
DIVERSITY, EQUITY AND INCLUSION	Guarantee all workers a living wage and a fair career path by fostering an inclusive work environment. Promote the inclusion of women in production processes and enhance diversity.	POSITIVE	**Policy: Code of Ethics** **Current actions: monitoring the corporate climate, ensuring compliance with the Code of Ethics, and a whistleblowing procedure for anonymous reporting.** **Monitoring: GRI 405-1**
R&D	Activities aimed at business continuity with a specific focus on designing new solutions for the market with sustainable characteristics.	POTENTIAL	**Policy: R&D departments with dedicated areas and resources.** **Current actions: Investments in research and development of new market solutions.** **Monitoring: Investments in research and development**
CUSTOMER SATISFACTION	Activities aimed at product quality control and customer satisfaction through understanding their current and future needs. Building customer loyalty through ongoing dialogue.	POSITIVE	**Policy: Implementation and maintenance of the integrated quality-environment management system.** **Existing actions: Continuous product monitoring and testing, both during development and production. UNI EN ISO 9001:2015 and 14001:2015 certifications. Sharing assessment data on dedicated platforms (e.g., Ecovadis, OPEN-ES, SAQ 5.0).** **Monitoring: GRI 416, product testing, customer complaint management, ESG platform ranking.**
COMMUNITY	Contributing to the socioeconomic development of local communities through support for local projects and collaboration with local schools	POSITIVE	**Policy: Respect for relationships with the local community and the local area.** **Current actions: Financial support for local projects, collaborations with local schools.** **Monitoring: Donations and activation of internships and school placements at the group's offices.**
RESPONSIBLE GROWTH	Increased investments in corporate competitiveness and impact mitigation. Growth in workforce. Pursuit of sustainable development goals.	POSITIVE	**Policy: Investments for responsible growth.** **Ongoing actions: Continuity of the group's development activities.** **Monitoring: Economic and financial performance trends and commitment to pursuing sustainability objectives.** GRI 201 – GRI 205

2.6 RISKS AND OPPORTUNITIES

TABLE OF THE MOST SIGNIFICANT ESG ISSUES AND DUAL MATERIALITY ANALYSIS

ENVIRONMENTAL ISSUES

RELEVANT TOPICS	RISKS	OPPORTUNITIES	SIGNIFICANCE OF THE IMPACT	STAKEHOLDERS INDIRECTLY INVOLVED
CLIMATE CHANGE	Rising energy costs and fuel consumption, resulting in higher operating expenses. Increased CO2 emissions and a worsening carbon footprint, contributing to climate change and environmental degradation. Loss of competitiveness due to rising costs and reduced efficiency of plants, which may become obsolete.	Implementation of the use of renewable energy sources in a photovoltaic system. System innovation and improvement, improved sustainability rating and certifications.	RISK	Financial Community
CIRCULAR ECONOMY	Increase in waste to be disposed of.	Environmental improvement, innovation, cost reduction, and increased recycling of materials from production waste.	RISK	Financial Community
SUSTAINABLE SOURCING	Supply disruption, with negative consequences on delivery times, organizational risks, negative brand reputation, and loss of competitiveness.	Greater supplier collaboration and security, traceability, transparency, and flow control. Guaranteed quality of incoming materials and the presence of a sustainability policy. Carbon Footprint Certification.	RISK	Customers

SOCIAL ISSUES

RELEVANT TOPICS	RISKS	OPPORTUNITIES	SIGNIFICANCE OF THE IMPACT	STAKEHOLDERS INDIRECT-LY INVOLVED
HEALTH AND SAFETY IN THE WORKPLACE	Increased risk of injury, increased personnel costs, and increased turnover.	Safe systems and reduced risk of accidents.	RISK	Human Resources
WORKER TRAINING AND WELL-BEING	Loss of professional competence, increased demotivation and consequent increase in turnover.	Increased attractiveness, improved reputation and improved staff recruitment.	OPPORTUNITIES	Human Resources
DIVERSITY AND INCLUSION	Discrimination and lack of inclusiveness.	Gender equality certification.	OPPORTUNITIES	Human resources
COMMUNITY	Lack of liquidity, lack of support for the local community and deterioration of the company's reputation.	Improving relationships with stakeholders who are increasingly attentive to choosing sustainable business models.	OPPORTUNITIES	Community and Territory Suppliers

03. GEFIT ESG OBJECTIVES

In 2015, 193 UN member countries adopted the 2030 Agenda for Sustainable Development, a global plan consisting of 17 Sustainable Development Goals (SDGs) and 169 targets, aimed at promoting the prosperity of people and the planet. Among the key themes are the fight against poverty, environmental protection, and combating climate change.

In line with this global commitment, GEFIT has selected 10 Sustainable Development Goals (SDGs) as priorities for its business, focusing on a balance between social, economic, and environmental aspects. The 2024-2027 ESG plan stems from a thorough analysis of the 2030 Agenda targets and is integrated into all phases of the company's value chain.

GOVERNANCE ISSUES

RELEVANT TOPICS	RISKS	OPPORTUNITIES	SIGNIFICANCE OF THE IMPACT	STAKEOLDERS INDIRECTLY INVOLVED
CUSTOMER SATI-SFACTION	Customer dissatisfaction and loss.	Increased customer base, improved ratings among established clients, and therefore greater loyalty.	OPPORTUNITIES	Customers
R&D	Loss of competitiveness related to the lack of specific planning oriented towards sustainability	Through design studies and the R&D department, GEFIT optimizes the design of machines and molds with an ESG perspective (ref. energy and raw material savings, reduction of cycle times and machine efficiency, improved ergonomics of the workplace for customer operators).	OPPORTUNITIES	Customers
RESPONSIBLE GROWTH	Overdue payments, failure to grant credit, higher costs and interest rates, lack of liquidity, deteriorating reputation, loss of competitiveness. Ineffective organization and loss of credibility.	Effective organization, compliant with legislation and correct management	RISK	Financial community

Governance Topics: ESG Objectives 2024–2027

1. Customer satisfaction

- Introduction of new monitoring methods to improve customer satisfaction.
- ESG platform positioning objective: Ecovadis Silver/Gold and Open-ES >80 points.

2. Corporate Governance

- Creation of thematic committees with the involvement of GEFIT entity managers on the Board of Directors.

3. Research and Development

- Optimize the integration of ESG issues into R&D department projects. The three-year ESG objective is to have at least one active project per division per year.
- Transparent communication to engage all stakeholders.

4. Responsible Growth

- Innovation shared with customers, in line with ethical and environmental values.
- Introduction of a project evaluation system/ environmental evaluation of projects: “Red Label” → critical choices or “Green Label” → sustainable economy.

With the goal of having 100% of Green Label orders with sustainable content.

This plan reflects GEFIT’s desire to build an inclusive, innovative, and responsible corporate culture, integrating sustainability and governance into every strategic area.Tematiche ambientali: Obiettivi ESG 2024–2027

5. Climate change and responsible use of resources

Increase the energy efficiency of our facilities

Increase the percentage of energy from renewable sources (photovoltaic, green suppliers)

Strengthen eco-design to reduce raw material and energy consumption

Continue with awareness campaigns on the responsible use of resources (water, electricity, heating)

Objective: Improve each environmental indicator monitored according to the UNI EN ISO 14001 standard by 10% by 2027.

6. Sustainable mobility

Strengthening the Mobility Plan

Replacement of the company car fleet with hybrid/electric vehicles, with the goal of achieving 90% green vehicle use by 2027.

7.Circular economy and sustainable procurement

Promote and optimize waste reuse

Increase the recovery and reuse of aluminum waste and packaging materials.

Goal: 100% reuse of aluminum waste.

8. Responsible sourcing

- Continue the supplier assessment and awareness program on ESG issues. Objective: to ensure that 100% of suppliers comply with ESG standards defined by the company.

This approach strengthens the link between sustainability and competitiveness, promoting a more ethical and circular supply chain.

In 2025, GEFIT research and development activities, have specifically focused its efforts on projects deemed particularly innovative, thanks to its internal R&D Automation and Molds & Assembly departments.
Research activities follow three main lines: Efficiency, Flexibility, and Monitoring.

04. RESEARCH & DEVELOPMENT ECO-DESIGN & DIGITAL TRANSFORMATION

Gefit is working towards ecodesign, ensuring reduced use of raw materials and energy to power its lines, while redesigning its assembly platforms to reduce their mass and footprint, integrating elements to reduce the energy required and recover and reuse the kinetic energy produced by the machine itself.

Index Machine motion platform

As an example, the new index platform is extremely innovative and unique in many respects. The new Gefdrive Plus machine can replace four traditional machines: it can produce up to 48,000 pieces/hour, compared to 12,000, it covers a surface area of approximately 44 m², two-thirds less if considering the use of four traditional machines to achieve the same productivity, and it weighs 6,990 kg compared to 18,600 kg (4,650 x 4). Finally, the most important figure: 22 kWh of total installed power, significantly lower than the 112 kWh of previous solutions.

Molds

Gefit's design approach is highly analytical and scientific. Gefit has long adopted Mold Flow, FEM, and ANSIS simulations, which can accurately predict what happens inside the mold cavity and what might happen to the steel and plastic components during their ejection. This package of three simulations shows a virtual evolution of the mold, long before the mold itself is put into production, allowing problems to be identified and resolved in the very early design phase.

Partnership with Customers and Innovation

GEFIT's expertise is also reflected in its ability to collaborate directly with customers during the component design phase, offering concrete support in the development of the part, with the goal of reducing weight or improving performance.

This capability is further enhanced by the ability to study component design with customers, offering concrete support in the development of the part aimed at reducing weight or improving performance.

The competitiveness of the assembly machines and thermoplastic molds that Gefit designs and builds lies in their high-performance technical features, high quality, and sustainable design, characteristics that also impact the cost reduction of the components produced or assembled.

In addition to improving the energy efficiency of the machinery, digital transformation processes have been undertaken to contribute to decarbonization while simultaneously increasing productivity.

Virtual FAT allows machine testing to be carried out remotely: customers connect using software and cameras and remain in constant audio-video contact with Gefit technicians present in the plant, attending tests, inspections, and trials, thus reducing the impact due to travel and transfers.

Ten new work centres, EDM, grinding and milling machines, more efficient and with a reduced energy impact, were also purchased to replace the machinery in use.

GECO

For energy data analysis and detailed assessments of specific consumption, GEFIT R&D has developed GECO, or Gefit Energy Consumption Optimizer: a chip and connectors for six sensors are inserted into a small, leaf-shaped 3D printed case. A rear magnet allows it to be attached to the pallets of lines and systems. The version with an internal battery eliminates the need for a USB connection; each GECO sends data via Bluetooth to another GECO, creating a wireless network of connected "leaves" that exchange sensor data, and a master GECO saves everything on a PC. Future developments for this innovative solution include connecting other types of sensors—acceleration, noise, temperature—and developing a preventative/predictive maintenance algorithm.

TETHERED CAP

To reduce environmental pollution from plastic debris and comply with the legislation introducing the so-called "tethered" cap, GEFIT has developed machinery that allows for the tethered profile to be cut automatically after molding.

GEFIT technicians used vision systems to recognize the shape of the cap that enters the machine randomly; the system recognizes its shape and positions it correctly with respect to the cutting blade to orient the tethered cut with respect to the external geometry of the cap.

AI and Human-Machine Integration

A flagship of our R&D investments, the SIMPLE project, short for Senseful Intelligent Human Process Leading Eyes, represents the best development and application of artificial intelligence aimed at human-machine integration in the workplace to avoid physical stress.

The project applies to the strategic industrial and manufacturing sector in which GEFIT has been a global leader for many years. GEFIT solutions are present in the production plants of various car manufacturers.

Automation Design

When calculating processing costs, GEFIT designers have tools capable of estimating CO2 equivalents, allowing them to proceed with an awareness of their carbon footprint.

ADDITIVE MANUFACTURING PROJECT SLS technology – sintering, F u s e 1+ 30W printer powder SLA technology – stereolithography, Form 4 printer resin

GEFIT in 2025 purchased two of the most powerful tools on the market, Autodesk Moldflow Insight and Autodesk Nastran, in order to improve the pre-design phases and to implement its analytical capability.

The use of these virtual tools allows to fully understand the behavior of the plastics inside the moulds cavity and at the same time to know the stress and fatigue to which the steel is subject, during the injection phase of the plastic product.

GEFIT, with the help of these tools and of the dedicated professional figures, is able to:

- Define a preliminary breakdown of the cycle time required for the moulding process of a product, starting from the 3D model

- Simulate the entire injection moulding process and identify any critical points in terms of process parameters, cooling system and final shape of the moulded product

- Analyze the stress state of the mould components, in order to identify any critical areas and therefore to find out the improvements to be made to the geometry of the product and the mould, so as to foresee and prevent possible fatigue failures.

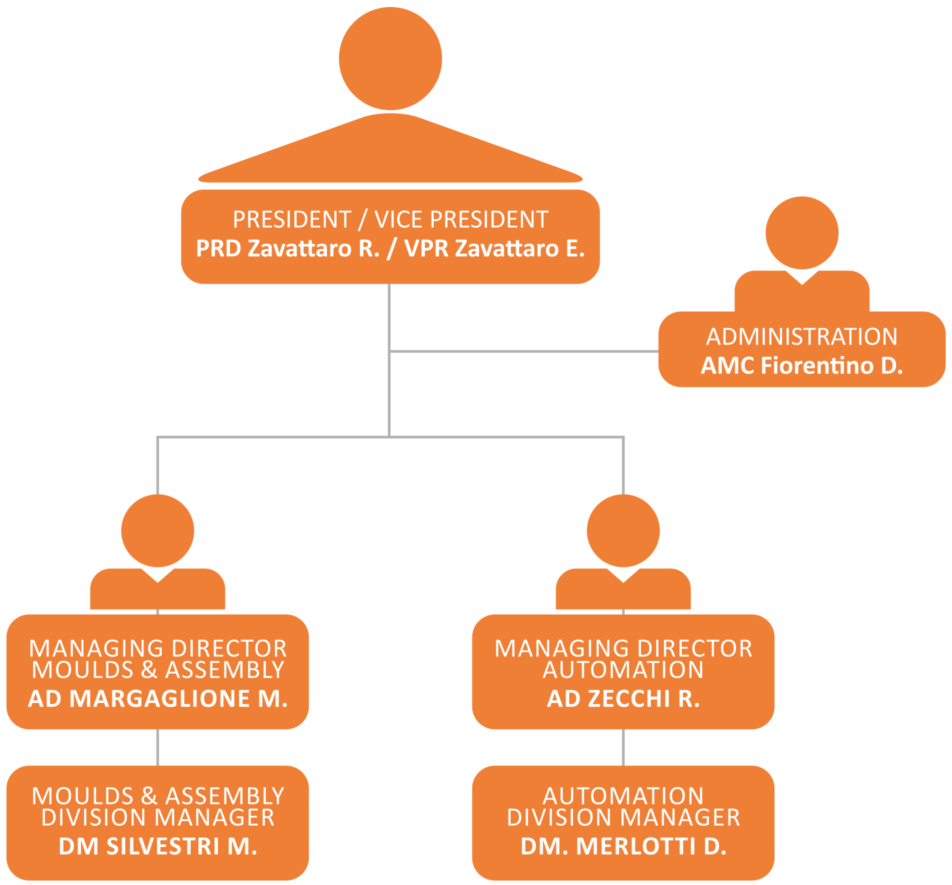
Thanks to this innovative, rigorous and punctual investigation method, GEFIT supports its customers during a complete process and offers a "turn key" service that, starting from the critical analysis of the plastic item to be produced, reaches an accurate study of the shortest possible cycle time, then ends with the engineering and construction of a solid, efficient and reliable production tool.

To describe GEFIT's sustainability journey in detail, focusing on 2025 activities, the BDS has been divided into the following chapters:

- GOVERNANCE
- ENVIRONMENT
- SOCIAL

05 GOVERNANCE

GEFIT has adopted a traditional corporate governance model: the Board of Directors, which is vested with all management powers, is composed of five members: the President, the Vice President, two Managing Directors, and one director. The Board of Statutory Auditors, which is responsible for overseeing compliance with the law and the Articles of Association, adherence to the principles of sound management, and, in particular, the adequacy of the internal control system, is composed of five members, three of whom are acting members and two are alternates. In this case, the Board of Statutory Auditors is also responsible for auditing the company's accounts.



The breakdown by gender and age of GEFIT's highest governing body in 2025 is shown below:

	<30 YEARS		30-50 YEARS		>50 YEARS		TOTAL
	Men	Women	Men	Women	Men	Women	
Executive			2		3		5

Through its work, the Board of Directors ensures a coherent and transparent business system, guided by a clear vision of the role of each employee and a commitment to promoting a culture of legality and fairness as essential elements of doing business.

The Board of Directors is entrusted with the central role of strategic direction and decision-making for the Group, with the ultimate goal of pursuing its sustainable success.

With this objective in mind, the Board of Directors carries out all appropriate and necessary actions. Specifically, the Board of Directors reviews and approves strategic, business, and financial plans, defines the nature and level of risk consistent with strategic objectives, assesses the adequacy of the internal control and risk management system, and resolves on the transactions of the group and its subsidiaries.

The Board of Directors is informed of any critical issues identified.

In accordance with the provisions, the Board of Directors annually identifies qualitative and quantitative criteria for assessing the independence of directors. Furthermore, in accordance with the Code of Ethics, the Board of Directors verifies independence requirements by providing all directors with documentation and information certifying their fulfillment of the aforementioned requirements.

No cases of conflict of interest occurred during 2025.

The Board of Statutory Auditors is responsible for overseeing compliance with the law, the Bylaws, and the Articles of Incorporation, adherence to the principles of sound management, the adequacy and effective functioning of the internal control system, the adequacy and functioning of the administrative and accounting system, the accuracy of the financial reporting process, internal auditing and risk management, and the independence of the independent auditors. The Board of Statutory Auditors is also responsible for overseeing the preparation of the consolidated non-financial report.

Constant dialogue with company management, a fundamental support for the Board of Directors' actions, combined with a proper flow of information to the Chief Executive Officers on management performance and the exercise of their delegated powers, has created a collaborative and optimal climate for achieving company objectives.

5.1 ORGANISATIONAL MODEL AND CODE OF ETHICS

In 2019, GEFIT adopted the Corporate Organizational Model (MOG) and the Code of Ethics, in compliance with Legislative Decree 231/01, appointing a Supervisory Body (SB) to ensure their effectiveness and compliance.

The Code of Ethics, defined as the "corporate Constitution," encompasses the values, ethical principles, and rules of conduct that all members of the organization (employees, managers, collaborators, Board of Directors, and auditors) must follow, with particular attention to relationships with stakeholders.

GEFIT promotes ethical and responsible behavior by formalizing:

- Compliance with laws and regulations in all countries in which it operates.

- Condemnation of all forms of wrongdoing, particularly those sanctioned by Legislative Decree 231/01.
- Implementation of control systems to ensure compliance with ethical standards.

The Code of Ethics and the MOG are available both in paper form (from HR) and online on the company website.

This approach reflects GEFIT's commitment to transparent, compliant, and responsible management.

In the three-year period 2023–2025, no sanctions related to environmental, social, or economic non-compliance were detected.

ORGANIZATIONAL MODEL

The MOG adopted by GEFIT assesses all risks associated with the possibility of committing crimes, as required by Legislative Decree 231/2001. The Model's purpose is to establish a structured and comprehensive system of prevention, deterrence, and control, aimed at promoting awareness among those operating in sensitive areas of the criminal relevance of certain behaviors and, through constant monitoring of their activities, to promote the prevention of criminal offenses.

To ensure a correct and effective flow of information, the Supervisory Board has the right to request clarifications or information directly from the President. In turn, the Supervisory Board must be informed by employees, corporate bodies, and collaborators regarding events that could result in the Company's liability under the Decree.

Whistleblowing Policy

GEFIT has adopted a reporting procedure for any circumstance that involves, or appears to involve, a deviation from the provisions of "Model 231."

Reports of any unlawful conduct may be brought to the attention of the Recipient of the Reports through various channels, such as sending a registered letter to the Recipient, to GEFIT's registered office, or through the external portal accessible via the link https://whistleblowing.gefit.com/#/.

There were no reports on the portal during the reporting period.

As evidence of the strong sense of legality and commitment to compliance with the regulations and laws in force in the countries in which it operates, there were no confirmed cases of corruption (GRI 205-3) or legal actions for anti-competitive behavior, antitrust, or monopolistic practices (GRI 206-1).

CODE OF ETHICS

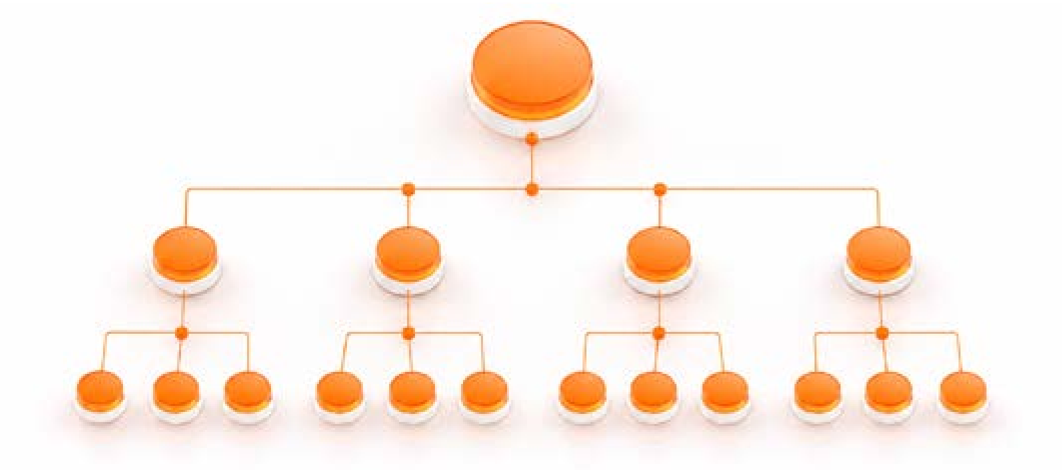
GEFIT's Code of Ethics represents the company's "Constitution," defining the values, moral principles, and rules of conduct that guide the actions of all members of the organization. It establishes GEFIT's ethical and social responsibility and its commitment to the country's economic and civil development.

The document is binding on employees, directors, supervisory bodies, and collaborators, particularly in their relationships with stakeholders. Along with the MOG, the Code of Ethics is available from the HR office and on the company website

www.gefit.com.

SUPERVISORY BODIES

In their dealings with the Supervisory Bodies, the parties involved are required to maintain maximum transparency, clarity, diligence, professionalism, and fairness. This is to establish a collaborative relationship, promptly and punctually complying with the requirements and any required formalities, and providing all the information necessary to satisfy the request in a clear, comprehensive, and objective manner.



5.2 ETHICAL PRINCIPLES – highlights

01 Legality

All employees, the Board of Directors, the trade union body, and collaborators are required to comply with applicable laws and regulations, the Code of Ethics, and internal company rules, which must be applied with integrity and fairness.

02 Integrity

In its relationships with third parties, GEFIT is committed to acting fairly and transparently, avoiding misleading information and conduct that takes unfair advantage of others' positions of weakness or ignorance. GEFIT, in its pursuit of maximizing its economic and financial results, is committed to establishing fair business relationships with third parties, long-term relationships with customers and suppliers, and adequately recognizing the contributions of its employees.

03 Gifts or other benefits, corruption

It is not permitted to directly or indirectly offer or give gifts, payments, material benefits, or other benefits of any kind to third parties, whether public officials or private individuals. As part of the anti-corruption and conflict of interest policy, through a specific procedure, the supplier is warned against exerting any form of pressure on the Purchasing Offices and/or other GEFIT entities.

04 Loyalty

External relations, relationships with collaborators, and those between them must be characterized by the utmost loyalty. This includes keeping one's word, promises, and agreements, acting responsibly, enhancing and safeguarding company assets, and applying an attitude of good faith in every activity or decision.

05 Transparency

All GEFIT actions and relationships with its stakeholders must ensure correct, complete, consistent, and timely information, in accordance with legal requirements, best market practices, and the protection of the company's know-how and assets.

06 Labor and Human Rights

GEFIT respects the fundamental rights of individuals, protecting their moral integrity and ensuring equal opportunities. In both internal and external relations, discriminatory behavior based on political or trade union opinions, religion, race, nationality, age, gender, sexual orientation, health, or any other personal characteristic is prohibited.

Legality Rating – latest update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GEFIT S.P.A.

COMUNICAZIONE VIA PEC

IL SEGRETARIO GENERALE
Guido Stazi

GEFIT adheres to the Principles of the International Labor Organization (ILO), which promote equal opportunities for all employees, respect for fundamental human rights, fair compensation, freedom of association, and the right to collective bargaining.

The company strives to ensure that, within the scope of its operations, the rights set forth in the "Universal Declaration of Human Rights" are guaranteed in the various countries in which it operates.

DATA PROTECTION AND INFORMATION SECURITY

Compliance with the processing of personal data, pursuant to the European Union's General Data Protection Regulation (GDPR) in force since May 25, 2018, pursuant to Legislative Decree 196/2003, Article 13, is ensured through specific procedures. This commitment is detailed in GEFIT's Code of Ethics.

GEFIT is committed to ensuring that all internal IT systems are adapted to prevent any data leakage and prevent any form of privacy violation.

No cases of non-compliance or violations of privacy were detected in the reporting period (GRI 418-1).

5.3 FINANCIAL RISKS

Risk management is fundamental to corporate governance. GEFIT uses an internal control system consisting of rules, procedures, and organizational structures to ensure proper corporate management consistent with its objectives. This system aims to safeguard assets, ensure operational efficiency, reliable information, and comply with the law.

FINANCIAL RISKS

GEFIT is not exposed to significant financial risks thanks to its high level of capitalization and limited reliance on external financing. The company does not use risky financial instruments and adopts currency hedging contracts for sales in currencies other than the euro. The company works to defined orders, reducing price, credit, liquidity, and cash flow risks.

NON-FINANCIAL RISKS

- INTERNAL RISKS: Not significant thanks to the diversification of production in different sectors and products

- EXTERNAL RISKS:

1. MARKET: The Company is subject to the performance of the investment market, although diversified across the automotive, food, cosmetics, and medical packaging sectors. The food and cosmetics sectors performed well, with the Moulds & Assembly division continuing to receive orders steadily and at increasing volumes, while the Automation Division continues to build and install medium- and large-scale systems in the various geographic areas serving the automotive sector.
2. CYBER RISKS - GEFIT has a disaster recovery service, an annual testing program, and ensures a redundant network architecture and robust internal procedures for data protection and privacy. Employee training is provided, and cybersecurity investments are budgeted.
3. PROCESSES - An internal verification system limits operational risks and ensures the correct functioning of processes.
4. PRODUCT AND COMPETITION – GEFIT addresses competition by adopting efficiency and technological differentiation practices, with a focus on savings.
5. CUSTOMERS – GEFIT is a leading manufacturer and seller of capital goods for the automotive sector in the most industrialized and high-tech countries, and of machinery for molding and assembling plastic products for food packaging worldwide. The company's solid reputation guarantees an excellent portfolio of current offers and orders.

5.4 GOVERNANCE FOR SUSTAINABILITY

GEFIT Governance represents a fundamental pillar in guiding corporate activities towards sustainable practices. Through an innovative approach, GEFIT is committed to integrating sustainability principles into corporate operations. The introduction of strategies, policies, and initiatives is aimed at ensuring a positive impact on the planet and the communities with which it collaborates.

RESPONSIBILITY AND AUTHORITY FOR SUSTAINABILITY

Since 2022, GEFIT has had a corporate Sustainability Manager, supported by key figures for ESG areas: Environmental Officer, Training Officer, Human Resources Officer, and RSPP.

By identifying the heads of the entities, Management ensures that they are held accountable and have the authority to ensure that the processes produce the expected outputs.l Consiglio di Amministrazione GEFIT attraverso le funzioni interne presidia l’andamento delle performance di sostenibilità.

• The Sustainability Manager is responsible for coordinating corporate functions to achieve sustainability objectives, monitoring the performance of ESG indicators, and collecting, identifying, and analyzing ideas for continuous ESG improvement.

• Corporate representatives responsible for overseeing sustainability issues meet regularly to evaluate corporate policies, strategies, and performance related to sustainability objectives.

Ethics and regulatory compliance:

GEFIT promotes ethical and responsible behavior in all its activities and operations.

Regulatory compliance is ensured through continuous monitoring of sustainability laws, regulations, and standards.

Risk Management:

GEFIT integrates sustainability risk management into its decision-making processes and daily operations.

A periodic analysis of environmental, social, and governance risks is conducted to promptly identify and manage any critical issues.

Stakeholder engagement:

GEFIT maintains relationships with its stakeholders to discuss impacts and determine the relevant topics for which the organization sets its ESG objectives.

GEFIT MANAGEMENT:

• assumes responsibility for the effectiveness of the integrated quality-environment management system adopted and, by analyzing the data obtained, reviews the integrated quality-environment policy and makes any necessary changes.

• defines the requirements necessary for pursuing the policy and ensures the availability of resources for process development and improvement;

• is committed to enhancing the professionalism of its staff, defining objectives, and providing tools and resources to achieve them;

• promotes the use of the process-based approach and risk-based thinking through the issuance of procedures, internal communications, dedicated information, and employee meetings.

Internal communications help emphasize management's active involvement and convey the importance of effective quality-environment management.

Management evaluates effectiveness through internal audits and ensures that the expected results are achieved.

INTEGRATED QUALITY-ENVIRONMENT POLICY

GEFIT Management has issued the "Integrated Quality-Environment Policy":

- Tailored to GEFIT's structure, aligned with the organization's goals, and appropriate to GEFIT's objectives and context;

- Includes a commitment to meeting the requirements and improving the QAMS;

- Includes definitions of quality and environmental objectives and process performance indicators;

The Quality-Environment Department, which reports directly to Management, is responsible for coordinating the evolution and implementation of the Policy, both with regard to auditing and control aspects and with regard to strategies and the involvement of GEFIT personnel.

The Policy is shared with all employees and is posted on company noticeboards for all staff. It is also disseminated to all stakeholders through publication on the company website www.gefit.com.

5.5 BUSINESS CONTINUITY

The Company continues its path of sustainable growth by consolidating its technological expertise and strengthening its production capacity. Significant investments were made during the year in Industry 4.0 and 5.0 equipment, as well as in upgrading the company's IT infrastructure, with the aim of increasing operational efficiency, process resilience, and production continuity.

The diversification of the sectors served and the constant development of innovative solutions allow the Company to adapt to evolving markets, reducing the risks arising from dependence on single customers or industrial sectors.

Strengthening production and digital infrastructure, combined with a focus on quality, innovation, and the development of internal expertise, is a key element in ensuring operational continuity and sustaining growth in the medium to long term.

5.6 EVALUATION OF ORGANIZATIONAL PERFORMANCE IN THE FIELD OF QUALITY – ENVIRONMENT

To ensure the effective functioning of the management system and to control, monitor, and analyze processes, GEFIT implements procedures in close collaboration with the managers of the relevant entities to align the actions to be carried out with quality and environmental requirements. It establishes an annual Audit Plan during the Management Review, scheduling internal inspections.

Indicators are analyzed bimonthly to verify the effectiveness of the system, processing data relating to delivery delays, non-conformities and their causes, and warranty costs.

Environmental indicators are calculated semi-annually and annually.

The data is communicated to Management, which analyzes the results and, where necessary, takes appropriate corrective actions or conducts detailed risk analyses to determine the causes and solutions to critical issues. These can be established and minuted during dedicated meetings attended by the managers of the entities or summarized during the Management Review.

RESPONSIBLE GROWTH: ECONOMIC VALUE GENERATED AND DISTRIBUTED

The financial statements for the year ended December 31, 2025 show a net profit of €3,939,809, after allocating taxes of €1,448,782, depreciation and amortization of €1,505,342.57, and provisions for risks and write-downs of €1,113,226.23.

Shareholders' equity as of December 31, 2025, amounted to €43,250,460.

The net profit for the 2025 financial year showed a slight decrease compared to the previous year, but remained fully in line with budgets and company expectations.

Sales revenue, adjusted for returns and discounts, increased to €68,384,116, compared to €61,401,451 in the previous year.

5.7 INVESTMENTS

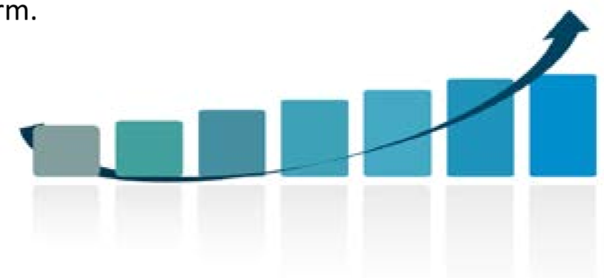
During the financial year, the Company made significant investments totaling approximately €900,000, aimed at strengthening production capacity, digitizing business processes, and improving operational efficiency.

The investments mainly concerned:

- the acquisition of new equipment and machinery compliant with Industry 4.0 and 5.0 paradigms, equipped with interconnection and digital monitoring systems;
- the strengthening of the company's IT infrastructure through the purchase of new computers, servers, and hardware systems to support production and management processes;
- the updating of technologies used to collect and analyze production data, promoting greater integration between departments and information systems.

These investments were made with the aim of increasing productivity, improving process and product quality, enhancing plant safety and reliability, and reducing resource waste. The introduction of advanced technologies also contributes to greater energy efficiency and improved corporate data management, supporting the Company's path to innovation and sustainability.

The interventions implemented represent a strategic element for the company's future growth and for maintaining competitiveness in the medium to long term.



5.8 FOCUS - SAP S//4HANA

The company has embarked on a modernization process for its organizational and management processes, implementing a new management system—SAP—and various IT systems to complement and support the new information structure. This transition has significant implications for digital and IoT, ensuring more efficient management of information and physical flows. This will also enable a significant step forward in the ecological transition, reducing errors, rework, waste, and inefficiencies during purchasing and distribution. Thanks to this investment, GEFIT continues its modernization process, dematerializing information, reducing waste and logistics, and, ultimately, improving environmental sustainability.

In the company's core sector—the production of custom-made industrial goods based on specific, ever-changing customer requests—the process is extremely complex and multifaceted. An ineffectively managed process, without effective interconnection between internal departments, generates waste and inefficiencies that translate into higher costs and waste. For this reason, the new ERP represents a strategic step, capable of supporting the company's digital and green growth.

For years, GEFIT has addressed ESG issues with seriousness and determination, with concrete actions and diversified, multidisciplinary objectives, thanks to dedicated corporate policies and training programs, ensuring the involvement of internal and external stakeholders. With this investment in SAP ERP, the company is pursuing efficiency and organizational improvement objectives that lay the foundation for the future digitalization and dematerialization of information exchanges between organizations. This eliminates paper, enables improved logistics flows and optimization of material shipments and receipts, greater control of purchasing and consequent reduction of waste, the possibility of digital interconnection and information exchange with customers and suppliers, reducing the need for travel, increased control of the production process, and reduction of production waste, to name a few. The examples cited have a positive impact on both working conditions and lead to energy savings in the supply chain.

The project developed at GEFIT, a company with a complex, highly structured process that spans a wide range of sectors (one business unit deals with automated production machinery for the automotive industry, the other with the food and medical industries), has provided the companies that collaborated on the project to develop and modernize their organizational models with a digital focus and process integration. This enrichment in terms of know-how will be beneficial to other companies that choose to follow the same path in terms of digitalization and information system rationalization, with a view to achieving economic and environmental efficiency.

5.9 TAX TRANSPARENCY

Transparency is one of GEFIT's core principles, guiding all its activities based on criteria of maximum clarity and reliability. Transparency means maintaining consistent, complete, and timely reporting, ensuring all stakeholders can make informed decisions through a thorough assessment of alternatives and relevant consequences.

In accordance with the principle of transparency of corporate information, included in the Code of Ethics, the Company affirms that "every action and transaction must be correctly executed, recorded, authorized, verifiable, legitimate, consistent, and appropriate." This implies that every transaction must be properly recorded in the accounting system, following the criteria established by law and applicable accounting principles.

The Company manages tax obligations in accordance with the principles of legality, fairness, and transparency, ensuring the correct determination and timely payment of taxes due. Tax management is geared towards regulatory compliance and tax risk prevention, through constant monitoring of legislative developments and the support of qualified consultants where necessary.

The Company does not engage in aggressive tax planning practices and operates in compliance with current legislation, contributing through tax payments to the economic and social development of the region in which it operates.

The Company's approach to taxation is closely linked to its operational activities and sustainable development objectives. Compliance with tax obligations and the adoption of fair and transparent behavior contribute to the creation of long-term value and the maintenance of trusting relationships with stakeholders.

Through regular tax payments, the Company contributes to the financing of public services and the economic and social development of the communities in which it operates. This approach is consistent with the company's strategy, which is geared towards sustainable, responsible growth and compliance with the principles of good governance.

5.10 SUSTAINABLE FINANCE

The Company constantly evaluates financing opportunities consistent with its objectives of innovation, digitalization, energy efficiency, and sustainable development, favoring instruments capable of generating economic, environmental, and social benefits in the medium to long term.

Access to subsidized financing instruments is considered a key element in supporting investments aimed at innovation, competitiveness, and corporate sustainability.

During the financial year, the Company benefited from the incentive measures provided by the Transition 4.0 and 5.0 programs, supporting investments in advanced technologies, process digitalization, and improved production efficiency.

During the financial year, the SIMPLE (Senseful Intelligent Human Process Leading Eyes) Research and Development project continued, implemented with the support of the SWIch call promoted by Finpiemonte to support industrial research and experimental development activities.

The project aims to develop more inclusive work environments and solutions, promoting the inclusion and empowerment of disadvantaged individuals in technical and production environments and contributing to the strengthening of a corporate culture focused on inclusion and social responsibility.

Throughout the year, project activities continued according to plan, with key milestones achieved.

The project's completion is confirmed for the second half of 2026, a period from which the first benefits in terms of organizational innovation, workplace inclusion, and positive social impact are expected.

5.11 MANAGING RELATIONSHIPS WITH THE VALUE CHAIN

The value chain refers to the operational activities performed by a company during the process of transforming raw materials into finished products. GEFIT considers how goods and services are delivered to customers and how value is accumulated throughout the series of events that reach that end customer: value is added at every stage. The value chain involves a series of actors who work together to meet market demands for specific products or services. The value stream is a sequence of activities necessary to design products and deliver a good or service to the market.

THE CUSTOMERS

GEFIT's business is based on interaction with its customers, with whom a relationship of trust has been established over the years, thanks in part to a mature and structured quality and environmental management system. GEFIT Management is aware that customer focus and satisfaction are an integral and essential part of its responsibilities.

Management has expressed and communicated to the organization the priority of meeting customer requirements and expectations, whose loyalty is a key factor in growth and development in the market.

Management ensures that risks and opportunities are identified and addressed for each project.

During the reporting period, no incidents of non-compliance were detected regarding the health and safety impacts of products and services (GRI 416-2)

THE SUPPLY CHAIN

In order to implement and enforce the Integrated Quality and Environment Policy, GEFIT has updated its General Supply Standards to incorporate ESG issues and sent all suppliers a qualification and self-assessment questionnaire. The data collected from the questionnaires received was analyzed according to the procedures of the integrated management system.

Suppliers collaborating with GEFIT are bound by the respect for human rights, the environment, safety obligations, and ethical business practices, aspects regulated by the General Supply Standards to which they have subscribed.

The monitoring process did not identify any suppliers with specific environmental issues, however, it was noted that few suppliers are currently 14001 certified.

Developing supplier sustainability paths and integrated sustainable processes are essential.

Dedicated audit programs have been activated since 2024 to evaluate the development of individual suppliers' ESG programs through on-site inspections.

Use of raw materials

Thanks to its consolidated relationships with suppliers, the company has a monitored raw material procurement system, ensuring quality throughout its production operations. The raw materials used in the company's production are primarily steel, aluminum, copper, and plastic.

ALESSANDRIA PLANT
MATERIALS USED PER UNIT OF MEASUREMENT (GRI 301-1)

MATERIALS USEDI	UNIT OF MEASUREMENT	2023	2024	2025
STEEL	Ton	793	903	1144
ALUMINUM	Ton	103	117	148
COPPER	Ton	65	74	93
Plastica	Ton	10	11	14

FUBINE PLANT
MATERIALS USED PER UNIT OF MEASUREMENT (GRI 301-1)

MATERIALS USED	UNIT OF MEASUREMENT	2023	2024	2025
STEEL	Ton	636	200	187
ALUMINUM	Ton	53	15	22
COPPER	Ton	52	20	11
Plastica	Ton	8	35	3

06 ENVIRONMENT

GEFIT operates in full compliance with environmental and health and hygiene regulations, adopting responsible practices to protect the environment and the workplace.

The priority objective for the 2024-2027 period is a 10% reduction in environmental indicators through targeted actions to limit the impact of its activities.

In 2025, GEFIT consolidated several environmental initiatives launched in the previous two years, including:

- Maintenance of ISO 14001 environmental certification
- Dual materiality analysis, through an analysis of environmental and sustainability impact;
- Analysis and monitoring of Scope 1 and Scope 2 emissions (starting in 2021);
- Targeted sustainability training to strengthen corporate culture and provide appropriate operational tools;
- Promotion of the circular economy;

To monitor and improve its environmental impact, GEFIT has adopted an Environmental Management System certified to UNI EN ISO 14001 by Bureau Veritas.

The environmental analysis, also conducted in compliance with the UNI EN ISO 14004 standard, provides the basis for effective system design, geared towards continuous improvement.

Staff are constantly made aware of the importance of their contribution through training and refresher courses, with the aim of ensuring regulatory compliance and achieving established environmental performance.

ENVIRONMENTAL LEGISLATIVE COMPLIANCE

Regarding environmental requirements, these are constantly updated based on legislative developments.

The evolution of the legislative and regulatory framework is constantly monitored through bulletins issued by trade associations and information received from consulting firms with which GEFIT has established a relationship of assistance and collaboration. Following developments in the legislative and regulatory framework, appropriate actions are taken to achieve the required requirements within the timeframes established by the legislation itself.

6.1 CONCRETE ACTIONS FOR THE ENVIRONMENT

GEFIT evaluates and plans environmental investments through targeted improvement plans and programs.

Decisions in this area take into account the balance between ecological, social, and economic needs, with the aim of combining present development with the protection of future generations.

The photovoltaic panels installed in 2022 on the roof of the Mould & Assembly plant are productive and efficient, guaranteeing 65% of the energy needs, with a total nominal capacity of 850 kW.

Also in 2022, GEFIT embarked on a circular economy path, involving the reuse of production waste and material reuse, which was strengthened in the two-year period 2024-2025.

6.2 CONSCIOUS USE OF RESOURCES

FUBINE PLANT

The GEFIT facility has two medium- to low-voltage transformer substations, one equipped with two 630 kW cast resin transformers, while the other has a single 630 kW transformer.

Power is distributed via floor-mounted electrical panels and ceiling-mounted busbars. The electricity supplies the technical offices, lighting systems, machine tool department, and press and compressor testing area.

ENERGY CONSUMED WITHIN THE ORGANIZATION

INDIRECT PURCHASED ENERGY CONSUMPTION		UM	2023	2024	2025
Electricity consumption	of which purchased from the network	Gj	2.702,69	2.972,96	2.921,10
	of which from cogenerator	Gj	0,00	0,00	0,00
Energia termica (non utilizzata per teleriscaldamento)	of which purchased from the network	Gj	0,00	0,00	0,00
	of which from cogenerator	Gj	0,00	0,00	0,00
TOTALE			**2.702,69**	**2.972,96**	

ENERGY CONSUMED WITHIN THE ORGANIZATION

CONSUMO DI ENERGIA DA FONTI RINNOVABILI		UM	2023	2024	2025
Electricity consumption		Gj	0,00	0,00	0,00
Electricity from photovoltaics	self-produced	Gj	3.504,00	3.223,00	3.188,00
	consumed	Gj	2.233,00	1.921,44	2.027,01
TOTALE			**4.933,00**	**4.894,4**	**4.948,11**

The plant is equipped with a photovoltaic system consisting of 1,350 photovoltaic panels.

The following table shows the irradiation and production data, highlighting the share of energy produced by the system, consumed, and fed into the grid.

IRRAGIAMENTO E PRODUZIONE 2025

Actual plant production kW	Energy consumed on site kWh	Energy fed into the grid kWh	Energy drawn from the grid kWh	Energy Consumed On-Site	Total energy consumed (grid + ftv) kWh	Impact of photovoltaic on total consumption	Impact of grid withdrawal on total consumption
885.679,7	563.083,0	322.596,7	811.417,6	64%	1.374.500,6	41%	59%

ALESSANDRIA PLANT

The facility features a medium- to low-voltage transformer substation, equipped with a 630 kW oil-insulated transformer (PCB-free and subject to periodic inspections).

Energy is distributed internally via floor-mounted electrical panels and ceiling-mounted busbars, and is used to power offices, lighting, machine tools, and compressors.

ENERGY CONSUMED WITHIN THE ORGANIZATION

INDIRECT PURCHASED ENERGY CONSUMPTION		UM	2023	2024	2025
Electricity consumption	of which purchased from the network	Gj	1.303,02	1276,13	1.242,65
	of which from cogenerator	Gj	0,00	0,00	0,00
Thermal energy (not used for district heating)	of which purchased from the network	Gj	0,00	0,00	0,00
	of which from cogenerator	Gj	0,00	0,00	0,00
TOTALE			**1.276,13**	**1.422,98**	**1.242,65**

Thanks to flash energy audits, efficiency improvements for both plants have been defined, planned for the short and medium term. Some structural efficiency improvements have already been implemented (e.g., the redevelopment of the compressor room and replacement of windows and doors at the Fubine plant, improved insulation by replacing the doors in the goods receiving warehouses), while others are planned.

GASEOUS FUELS

The gaseous fuel used is methane (natural gas). It is used exclusively for heating the company's facilities.

The following heating systems are installed at the Fubine facility:

1. **6 UNICAL GAS-FIRED BOILERS, each rated at 110 kW,** used to heat the commercial offices and production workshops through water-to-air heat exchangers.
2. **2 HEAT PUMPS, each rated at 12 kW,** used to heat the Technical Office through air-source heating units.
3. **1 HEAT PUMP rated at 28 kW,** used to heat the company canteen through air-source heating units.

The following heating systems are installed at the Alessandria facility:

1. **2 UNICAL GAS-FIRED BOILERS, one rated at 300 kW and one at 230 kW,** used to heat the administrative offices and the assembly workshop through water-to-air heat exchangers.
2. **3 APEN GROUP GAS-FIRED BOILERS, each rated at 100 kW,** used to heat the machine shop through water-to-air heat exchangers.
3. **3 HEAT PUMPS, including one rated at 45 kW and one rated at 28 kW,** used to heat the Technical Offices through air-source heating units.

ALESSANDRIA PLANT
ENERGY CONSUMED WITHIN THE ORGANIZATION

FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	UM	2023	2024	2025
Natural gas	GJ	2.481,07	3.679,47	2.405,61
TOTALE		**2.481,07**	**3.679,47**	**2.405,61**

FUBINE PLANT
ENERGY CONSUMED WITHIN THE ORGANIZATION

FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	UM	2023	2024	2025
Natural gas	GJ	3.716,04	5.525,93	4.468,32
TOTALE		**3.716,04**	**5.525,93**	**4.468,32**

ALESSANDRIA PLANT
ENERGY CONSUMED WITHIN THE ORGANIZATION

FUEL CONSUMPTION FOR THE FLEET		UM	2023	2024	2025
Fuel consumption for the traditional fleet	Gasoline	GJ	0,00	0,00	0,00
	Diesel	GJ	699,79	700	700
TOTALE			**699,79**	**700**	**700**

FUBINE PLANT
ENERGY CONSUMED WITHIN THE ORGANIZATION

FUEL CONSUMPTION FOR THE FLEET		UM	2023	2024	2025
Fuel consumption for the traditional fleet	Gasoline	GJ	114,05	120,00	120,00
	Diesel	GJ	0	200,00	200,00
TOTALE			**114,05**	**320,00**	**320,00**



6.3 WASTE MANAGEMENT

GEFIT adopts specific procedures to ensure proper waste management at all its offices and construction sites. The following data is collected and monitored for each facility:

- Total amount of waste generated in tons, broken down into hazardous and non-hazardous waste.
- Comparison between total waste generated and the amount sent for recovery or disposed of in landfill, to assess the effectiveness of environmental impact management.

FUBINE PLANT WASTE GENERATED DURING THE YEAR (TONS)

TYPE OF WASTE	2023	2024	2025
TOTAL WASTE PRODUCED	120	150	163
hazardous waste	27	14	17
% hazardous waste	22%	9%	10%
non-hazardous waste	93	136	146
% non-hazardous waste	78%	91%	90%
TOTAL WASTE DESTINED FOR RECOVERY	120	144	157
% waste destined for recovery	100%	96%	97%
TOTAL WASTE DESTINED FOR DISPOSAL	0	6	5
% waste destined for DISPOSAL	0	4%	3%
TOTAL NON-HAZARDOUS WASTE			
% non-hazardous waste destined for recovery	100%	99%	100%
% non-hazardous waste destined for disposal	0%	1%	0%
TOTAL HAZARDOUS WASTE			
% hazardous waste destined for recovery	100%	77%	69%
% hazardous waste destined for disposal	0%	23%	32%

ALESSANDRIA PLANT WASTE GENERATED DURING THE YEAR (TONS)

TYPE OF WASTE	2023	2024	2025
TOTAL WASTE PRODUCED	34	34,3	50,5
hazardous waste	1	0,8	0.08
%hazardous waste	3%	2%	0%
non-hazardous waste	33	33,5	50.47
%non-hazardous waste	97%	97,7%	99.8%
TOTAL WASTE DESTINED FOR RECOVERY	34	34,3	50.5
% waste destined for recovery	100%	100%	100%
TOTAL WASTE DESTINED FOR DISPOSAL	0	0	0
% waste destined for disposal	0%	0%	0%
TOTAL NON-HAZARDOUS WASTE			
% non-hazardous waste destined for recovery	100%	100%	100%
% non-hazardous waste destined for disposal	0%	0%	0%
TOTAL HAZARDOUS WASTE			
% hazardous waste destined for recovery	100%	100%	100%
% hazardous waste destined for disposal	0%	0%	0%

The adoption of responsible waste management practices, such as careful separation, sorting, and delivery to specialized recycling operators, helps significantly reduce the amount of waste sent to landfill, thus reducing environmental impact and supporting the achievement of corporate sustainability goals.

These actions, supported by a system for monitoring key performance indicators related to waste management, allow GEFIT to measure progress and set increasingly ambitious goals. Furthermore, the company actively engages employees and suppliers to foster a shared culture of sustainability and a focus on reducing, reusing, and recycling materials.

In short, the corporate waste management strategy is a key element in building a sustainable business model.

PLASTIC BOTTLES – FOCUS

GEFIT has chosen to make a concrete contribution to reducing plastic consumption by installing drinking water dispensers at both plants.

This initiative allows all employees to refill their water bottles with still or sparkling water free of charge, promoting sustainable behavior. In addition to reducing plastic production, the initiative also represents a benefit appreciated by employees and visitors.

In 2025, thanks to the installation of water dispensers at the two plants in Alessandria and Fubine, GEFIT avoided the use of 56,721 half-liter plastic bottles, equivalent to a saving of 566 kg of plastic.

This data was obtained by reading the dispenser meters, considering an average weight of 9.89 grams per bottle.

6.4 CARBON FOOTPRINT - SCOPE 1 - 2

In a context of growing attention to environmental policies and greenhouse gas reduction, emissions reporting represents a strategic tool for engaging with stakeholders.

Even in the absence of stringent regulatory requirements, direct and indirect greenhouse gas (GHG) emissions generated by corporate activities can entail potential costs and must therefore be monitored and managed.

Accurate reporting allows you to:

- Identify the main emission sources;
- Define monitoring objectives;

GEFIT adopts a philosophy based on continuous improvement in energy management, distinguishing itself as a virtuous entity among companies that report their GHG emissions.

This approach aims to increase resilience to potential environmental risks and strengthen the company's positioning in a market increasingly attentive to environmental issues.

Emissions are converted into tonnes of CO2 equivalent (tCO2 eq) using the relevant Global Warming Potential (GWP), conversion factors used to describe the impact (intended as the radiant power of a unit of mass) of a given GHG, compared to an equivalent unit of carbon dioxide, over a given period of time. The GHG Protocol guidelines also require that emissions and any removals of GHGs be estimated by distinguishing between direct and indirect emissions, which are therefore classified into three categories or scopes: Scope 1 direct emissions, Scope 2 indirect emissions from external energy consumption, and Scope 3 other indirect emissions.

The following tables show the 2024 greenhouse gas emission inventories for the two GEFIT sites. For each company activity, the emissions of the main greenhouse gases analyzed—CO_2 (carbon dioxide), CH_4 (methane), and N_2O (nitrous oxide)—are highlighted, expressed in tons of CO_2 equivalent, based on the global warming potential (GWP) of each gas.

ALESSANDRIA PLANT
GHG 2025

ACTIVITY	CO2	CH4	N2O	HFC	PFCC	SF6	TOT GHG	%
SCOPE 1 DIRECT EMISSION GHG	**195,19**	**0,26**	**28,35**	**0,00**	**0,00**	**0,00**	**223,80**	**71,5%**
Stationary combustion of natural gas	131,05	0,15	27,72	0,00	0,00	0,00	158,92	71,0%
Combustion for transport	64,14	0,11	0,63	v	0,00	0,00	64,88	29,0%
Use of fire extinguishers	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,0%
Refrigerant gas leaks	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,0%
SCOPE 2 INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION	**88,48**	**0,23**	**0,38**	**0,00**	**0,00**	**0,00**	**89,08**	**28,5**
Purchase of electricity	283,67	0,49	28,73	0,00	0,00	0,00	89,08	100%
TOTAL	**283,67**	**0,49**	**28,73**	**0,00**	**0,00**	**0,00**	**312,89**	

FUBINE PLANT
GHG 2025

ACTIVITY	CO2	CH4	N2O	HFC	PFCC	SF6	TOT GHG	%
SCOPE 1 DIRECT EMISSION GHG	**258,93**	**0,35**	**45,05**	**7,31**	**0,00**	**0,00**	**311,64**	**60%**
Stationary combustion of natural gas	211,83	0,25	44,81	0,00	0,00	0,00	256,89	82,4%
Combustion for transport	47,10	0,10	0,24	0,00	0,00	0,00	47,44	15,2%
Use of fire extinguishers	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,0%
Refrigerant gas leaks	0,00	0,00	0,00	7,31	0,00	0,00	7,31	2,3%
SCOPE 2 INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION	**207,99**	**0,53**	**0,89**	**0,00**	**0,00**	**0,00**	**209,41**	**40%**
Purchase of electricity	207,99	0,53	0,89	0,00	0,00	0,00	209,41	100%
TOTAL	**466,92**	**0,88**	**45,93**	**7,31**	**0,00**	**0,00**	**521,04**	

GEFIT
GHG 2025

ACTIVITY	CO2	CH4	N2O	HFC	PFCC	SF6	TOT GHG	%
SCOPE 1 DIRECT EMISSION GHG	**454,12**	**0,61**	**73,40**	**7,31**	**0,00**	**0,00**	**535,44**	**64%**
Stationary combustion of natural gas	342,88	0,40	72,53	0,00	0,00	0,00	415,81	77,7%
Combustion for transport	111,24	0,21	0,87	0,00	0,00	0,00	112,32	21,0%
Use of fire extinguishers	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,0%
Refrigerant gas leaks	0,00	0,00	0,00	7,31	0,00	0,00	7,31	1,4%
SCOPE 2 INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION	**296,47**	**0,76**	**1,26**	**0,00**	**0,00**	**0,00**	**298,49**	**36%**
Purchase of electricity	296,47	0,76	1,26	0,00	0,00	0,00	298,49	100%
TOTAL	**750,59**	**1,37**	**74,66**	**7,31**	**0,00**	**0,00**	**833,96**	

The following radial graph illustrates the distribution of GHG emissions between the two reporting sites. In Scope 1, the Alessandria site contributes 41.80%, while the Fubine site accounts for 58.20%. In Scope 2, the Alessandria site accounts for 29.84%, while the Fubine site covers the remaining 70.16%.

Historical comparison of emissions

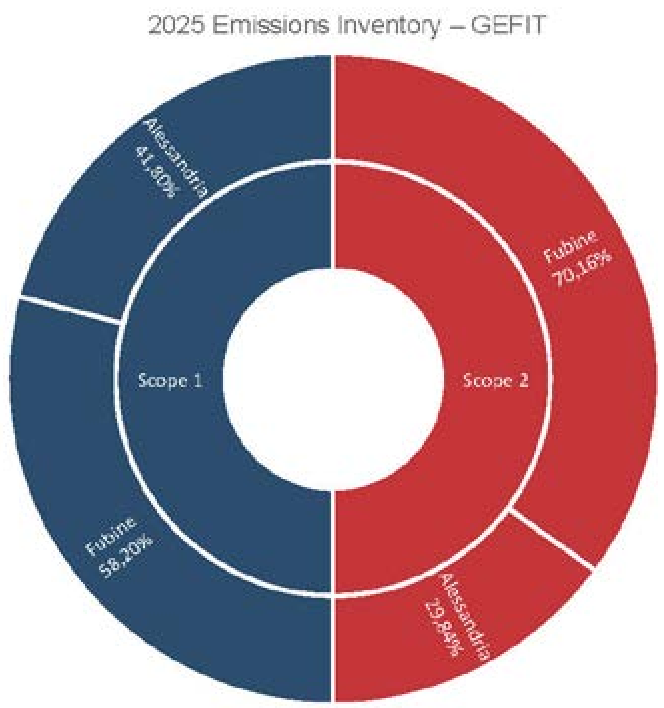
This section examines the evolution of the company's greenhouse gas emissions, with reference to Scopes 1 and 2, in the period preceding the current reporting.

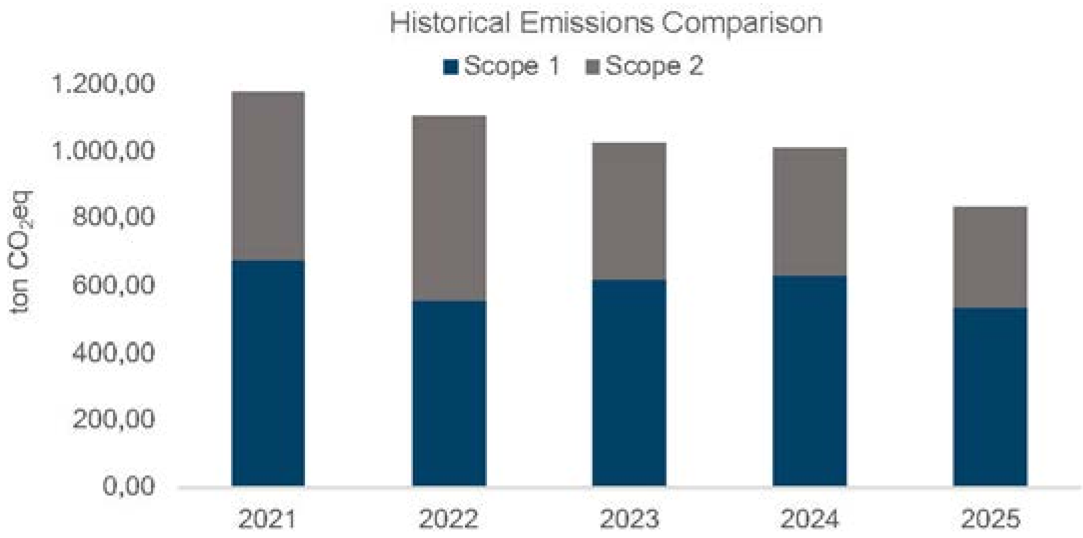
Historical analysis allows us to read the trend of main emission sources, verify the effects of the containment actions adopted and identify any changes in energy consumption.

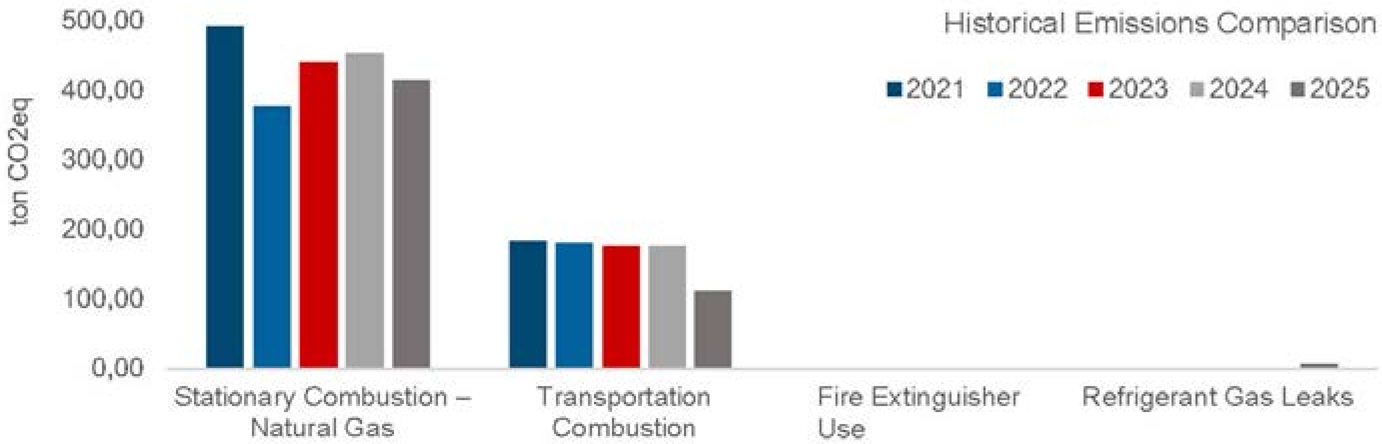
Below is a comparison with the results of previous reports; starting data are available for GEFIT from 2021. It should be noted that the comparison between different years must be interpreted considering that the emission factors used can be updated from year to year.

From the historical trend, an overall reduction in emissions emerges, particularly evident for Scope 2, which goes from 501.56 tCO_2eq in 2021 to 298.49 tCO_2eq in 2025.

Scope 1 also shows, albeit with some fluctuations intermediate, a decrease in the period considered, going from 675.99 tCO_2eq to 535.44 tCO_2eq.







6.5 CIRCULAR ECONOMY

GEFIT adopts a circular production model, based on a preventative and integrated environmental strategy that encompasses processes, products, and services, with the aim of improving efficiency and reducing environmental and social impact.

The company prioritizes the reuse of materials and aims to minimize waste disposal. This commitment to the circular economy is also reflected in the choice to use recycled materials wherever possible.

FUBINE PLANT -MATERIALS USED RECYCLED PER UNIT OF MEASUREMENT (GRI 301-2)

MATERIALS USED	UM	2023	2024	2025
PAPER/CARDBOARD	Ton	26	23	24
WOOD	Ton	13	11	14
TOTAL	Ton	**39**	**34**	**38**

ALESSANDRIA PLANT -MATERIALS USED RECYCLED PER UNIT OF MEASUREMENT (GRI 301-2)

MATERIALS USED	UM	2023	2024	2025
PAPER/CARDBOARD	Ton	10	12	15
WOOD	Ton	4	6	6
TOTAL	Ton	**14**	**18**	**21**

6.6 MOBILITY MANAGEMENT

GEFIT Mobility Manager carried out a renewed home-work travel census to develop a sustainable mobility plan that is current and consistent with company needs.

07 SOCIAL

7.1 THE VALUE OF PEOPLE IN GEFIT

At GEFIT, people are at the center of our corporate strategies, regardless of their role. Mutual trust between the company and its employees is essential for building stable and lasting relationships.

The company promotes sustainable well-being by creating stable employment, encouraging permanent contracts, and investing in professional growth through training, specialization, and empowerment programs.

GEFIT recognizes the value of a qualified team to address market challenges, basing collaboration on transparency, loyalty, and trust, in compliance with the Code of Ethics. Corporate success stems from teamwork and human resources management that is attentive to the rights and development of individuals.

The HR department plays a key role, managing personnel search, selection, onboarding, and development, as well as administrative management and union dialogue.

DIVERSITY AND INCLUSION

GEFIT promotes integration among its staff and individual professional development, valuing meritocracy, loyalty, professionalism, dedication, and a spirit of collaboration. The company is committed to preventing all forms of discrimination, fostering an inclusive environment where diversity is recognized as an opportunity for all.

In compliance with company regulations and policies, GEFIT is committed to ensuring equal opportunities through selection, hiring, training, compensation, and evaluation processes based exclusively on merit and skills.

The company promotes a work environment based on fairness, mutual respect, and trust, ensuring adequate conditions for health, safety, and personal dignity.

GEFIT actively combats any form of intimidation, harassment, discrimination, or conduct that violates individual freedom, protecting the privacy and personal expression of each employee.

As of the reporting date, no incidents of discrimination based on race, gender, religion, opinion, origin or other personal characteristics have been reported.

REMUNERATION POLICY

GEFIT promotes an inclusive work environment, fostering dialogue and a sense of belonging among its members, and encouraging a culture of inclusion and respect for diversity.

Regarding gender diversity, the workforce is predominantly male (201 men, 88.6%, compared to 11.4% women), a figure primarily due to the specifics of the sector in which it operates.

The following data relates to direct and indirect workers by category in GEFIT Year 2025.

DIVERSITY IN GOVERNMENT BODIES AND AMONG EMPLOYEES (GRI 405-1)

PROFESSIONAL CATEGORIES	<30 YEARS		30-50 YEARS		>50 YEARS		TOT
	Men	Women	Men	Women	Men	Women	
DIRECT EMPLOYEES	**39**	**2**	**59**	**5**	**49**	**0**	**154**
Managers	0	0	0	0	0	0	0
Executives	0	0	1	0	0	0	1
Employees	20	1	33	5	22	0	81
Workers in production	18	1	25	0	27	0	71
Interns	1	0	0	0	0	0	1
INDIRECT EMPLOYEES	**5**	**5**	**24**	**7**	**27**	**5**	**71**
Managers	0	0	5	0	6	0	11
Executives	0	0	0	0	2	2	4
Employees	4	0	12	7	15	6	44
Workers in production	1	0	7	0	4	0	12
Interns	0	0	0	0	0	0	0
TOTALE	**44**	**7**	**83**	**12**	**76**	**5**	**225**

GEFIT's commitment to ensuring fair wages is outlined below. The company is committed to ensuring that the pay gap between men and women is always below 10% (update percentage 5%).
The following data shows the ratio of base salary and pay for women compared to men (GRI 405-2).

RATIO OF BASIC SALARY AND PAY FOR WOMEN TO MEN (GRI 405-2)

The highest and lowest salaries for each category are excluded from the calculation.

BASE SALARY	2023 (%)	2024 (%)	2025 (%)
Managers	0,0%	0,0%	0,0%
Executives	97,6%	98,9%	85,0%
Employees	90,1%	88,6%	88,7%
Workers in production	0,0%	69%	68,7%

EMPLOYMENT CONDITIONS

EMPLOYEE INFORMATION BY CONTRACT TYPE (GRI 2-7)

EMPLOYEE BY CONTRACT TYPE	2023			2024			2025		
	Men	Women	TOT	Men	Women	TOT	Men	Women	TOT
Full-time	199	16	215	206	19	225	193	17	210
Part-time	2	5	7	5	5	10	3	5	8
TOTAL	**201**	**21**	**222**	**211**	**24**	**235**	**196**	**22**	**218**
TOTAL IN FTE*		**219**			**231**			**214**	

*full-time equinalent

7.2 TRAINING AND SKILLS DEVELOPMENT

GEFIT constantly invests in training with the aim of imparting consolidated skills and developing new ones.

Since 2021, GEFITACADEMY, a dedicated corporate training organization, has been operating, organizing training programs with the support of external trainers and internal tutors. GEFITACADEMY managers collaborate with various company departments to identify priority areas and design courses based on shared needs, strengthening individual skills within the GEFIT team.

The presence of GEFITACADEMY within the company ensures the sharing of know-how and the continuous personal and professional growth of employees.

WITH GEFITACADEMY IN 2025 220 TRAINING COURSES WERE ORGANIZED, WITH 1,105 HOURS OF TRAINING PROVIDED.

At GEFIT, personal training records have been created and kept up-to-date for each employee, recording all training and education activities completed, as well as the skills acquired over the years.

GEFIT staff is highly qualified, and new hires are paired with more experienced workers to learn the company's established dynamics and processes.

Through its annual training and education plan, GEFIT aims to equip its staff with the knowledge and skills that, combined with experience, enhance their competence.

CULTURE OF SUSTAINABILITY

Sustainability Culture - Worthy of note is the training program dedicated to ESG issues, which, with the aim of increasing staff awareness and engagement in the program's activities, involved all GEFIT employees in dedicated training sessions.

This has allowed to increase individual knowledge and professional skills and inform staff about the virtuous behaviours that GEFIT is implementing to make its contribution. It has also provided the tools and created the awareness that will enable individuals to adopt important behavioural changes that, step by step, can contribute to reducing CO2 emissions (for example, the Sustainable Mobility Plan and car sharing among colleagues).

ESG training initiatives are included in the 2026 training plans.

ENVIRONMENT

Staff with environmental duties and responsibilities are adequately trained and instructed in their assigned tasks and company procedures through training sessions led by qualified instructors or industry experts, through mentoring by specialized personnel, practical tests in the application of emergency procedures, and through monitoring during internal and external audits. Refresher and refresher courses are planned regarding environmental aspects and the application of emergency procedures, also based on regulatory developments.

SAFETY

As part of its business, GEFIT is guided by the principle of protecting and safeguarding the health and safety of its employees and pursues the goal of ensuring safety through the most appropriate initiatives. Health and safety training is one of the most important tools used by GEFIT.

AVERAGE HOURS OF TRAINING BY JOB TITLE AND GENDER 2024 (GRI 404-1) - EXCLUDING MANDATORY HEALTH AND SAFETY TRAINING

PROFESSIONAL CATEGORIES	TOTAL HOURS			AVERAGE HOURS		
	Men	Women	TOT	Men	Women	TOT
Managers	115	5,5	120,5	9,6	2,7	12,3
Executives	2	5	7	0,6	5	5,5
Employees	1581	378	1959	15	19,9	34,8
Workers in Productions	250	28,5	276,5	3	13,2	16,3
Interns	0	0	0	0	0	0

The table below shows the total hours of specific training for the company's Health and Safety for the three-year period 2023, 2024, and 2025.

MANDATORY SAFETY TRAINING (GRI 403)

TOTAL HOURS	2023	2024	2025
	1.515	1.306	1326

7.3 EMPLOYEE HEALTH AND WELL-BEING

GEFIT believes that people's well-being represents a great opportunity for the company's development and for improving the quality of life of its employees. This vision stems from the recognition of the value of human capital within the company, family, and society.

GEFIT takes care of its employees' health with integrated insurance plans, financial support, benefits, and scheduled medical visits. It also offers a healthy work environment and provides training in occupational health and safety.

GEFIT's ethical commitment to employees aims to continuously ensure health and safety in the workplace and constantly enhance the well-being of each employee.

These welfare principles are expressed through concrete initiatives and activities, such as:

- Free dispensers of fresh, still, and sparkling drinking water.
- Free fresh fruit for everyone mid-morning, every day.
- Free annual screening campaign – March is Prevention Month.

March Screening Box – During Prevention Month in Gefit

The campaign, launched in March 2024 and implemented in collaboration with the volunteer nurses of the Italian Red Cross – Alessandria Committee, involved approximately 100 employees between GEFIT Automation and GEFIT M&A.

The initiative included weekly meetings with blood pressure measurements and analysis of the main cardiovascular risk factors, with the aim of promoting a culture of prevention and health in the workplace and beyond. The development of the risk profile allowed, through counseling with the occupational physician, the provision of information and recommendations to the worker.

In 2025, the screening was enhanced with blood sugar monitoring.

Each autumn, GEFIT also organizes a flu vaccination campaign in collaboration with the Occupational Physician.

7.4 HEALTH AND SAFETY AT WORK

GEFIT's management has made strategic decisions to ensure health and safety in every area and for all employees. This underpins the company's strong sense of responsibility, which is constantly committed to ensuring:

- modern facilities availability of protective equipment compliance with hygiene standards and accident prevention laws employee training.
- GEFIT has appointed all personnel responsible for workplace safety, with the following responsibilities:
- Promoting continuous improvement of worker health and safety conditions;
- Conducting periodic risk assessments;Attuare misure preventive e correttive efficaci.
- Raise awareness and promote a culture of prevention, ensuring ongoing training for all those who work with, in, and for the company on a daily basis.
- Improve technologies and systems, increasingly designed and equipped to protect workers.

GEFIT has established emergency teams trained in first aid and the use of its defibrillators, as well as a fire-fighting team.

At the Alessandria and Fubine plants, workplace health and safety are ensured by checks and inspections conducted by managers appointed by the Board of Directors, by periodic internal audits, and by third-party audits to which the company voluntarily submits, in addition to legal obligations.

INFORTUNI SUL LAVORO (GRI 403-9)

NUMBER OF DEATHS AND INJURY RATES	2023	2024	2025
Total hours worked	456.228	569.337	506.720
Serious injuries	0	0	0
Iijuries	0	5	2
Rate* of deaths due to accidents at work	0	0	0
Rate* of serious occupational injuries (excluding fatalities)	0	0	0
Recordable workplace injury rate*	0,45	0,57	0,39

7.5 COMMUNITY AND TERRITORY

GEFIT has always been aware of the impact of its activities on the environment and local communities, and has therefore established an ongoing dialogue with local institutions.

The company actively supports cultural, social, and sports initiatives, believing that participating in community life means connecting with people and sharing what's important to them.

Every year, GEFIT participates in local solidarity projects and maintains long-term collaborations with various local associations.

GEFIT AND L'ABBRACCIO

The L'Abbraccio Association has been operating in Sokponta, Benin, since 2005, with the aim of meeting the basic needs of children and their communities, promoting a concrete commitment to solidarity and justice.

Over the years, it has built important facilities such as a school, a boarding school, a pediatric hospital, and a farm, working closely with the local population to ensure education, nutrition, healthcare, and training and employment opportunities.

The association is inspired by a vision of peace and brotherhood, helping to build a more equitable future for all.

In Italy, L'Abbraccio Onlus, convinced that authentic relationships are essential for true and meaningful human growth, collaborates with local institutions and associations to support people in difficulty, those vulnerable, and those in need.

GEFIT and VIVA

GEFIT is a founding member of the VIVA Foundation – Close to Businesses, Close to the Environment –, born from an idea by Confindustria Alessandria, the fruit of a shared journey among several members organized into a working group.

The Foundation aims to offer a shared response to current business challenges, creating a space where diverse experiences come together with the goal of looking to the future with confidence and building concrete prospects for the region.

For more details: www.fondazioneviva.it/menu/la-fondazione/missione-valori/

GEFIT and StraAlessandria

GEFIT is proud to sponsor StrAlessandria again in 2025, a citywide event celebrating inclusion, sport, and solidarity.

This year, the initiative will contribute to two high-value projects:

– WATER4ALL – The event will fund the construction of drinking water wells in the Republic of Guinea

– "Beca" three-year study grants for deserving students

A special opportunity to support the values we believe in: collaboration, social commitment, sustainability, and a focus on the future.

Think Global, Run Local!

GEFIT, alongside research, also supported the research projects of the Telethon Foundation in 2025.

School, education, tutoring

GEFIT renews and fully shares its commitment to the new generations, a fundamental pillar of its growth and innovation strategy. The company has built a concrete path that has seen, for example, over the last three years:

- 33 young people under 30 join our team
- 32 school-work alternation projects
- 14 internships launched, 11 of which resulted in hiring
- 9 curricular internships completed with the support of our technical and management departments

Dialogue between schools and businesses is essential to preparing the professionals of tomorrow. For this reason, GEFIT actively collaborates with numerous local schools and technical institutes, including:

- CNOS-FAP Piedmont Region
- ENAIP Piedmont
- Alberto Castigliano Higher Education Institute – Asti branch
- Vinci, Nervi, and Fermi Higher Education Institutes
- Avogadro ITIS Volta Higher Education Institute
- A. Artom Industrial Technical Institute – Asti branch
- I.T.S. Lombardia Meccatronica – Pavia branch
- Galileo Galilei Scientific High School
- Polytechnic University of Turin

Through agreements and shared training programs, GEFIT is committed every day to transforming young people's potential into real skills, contributing to the development of the region and the industry of the future.

GEFIT participated in the "Make the Right Move" 2025 initiative at the "Riccardo Coppo" exhibition center in Casale Monferrato (AL): the new edition of the day dedicated to orientation, training, and work was an opportunity to discuss the future, GEFIT, industrial automation, mold design, and assembly machinery.

GEFIT has been participating in the Sustainable Factory program for several years, and each year this initiative allows us to gain a closer look at local companies and observe the virtuous practices that inspire all those who have approached or are approaching the ecological and environmental transition.

This program, promoted by Confindustria Alessandria, demonstrates how the region is responding with commitment and tenacity to leave a lasting world for future generations.

08 APPENDIX

PEOPLE
PROFESSIONAL CLASSIFICATION

DIVERSITY IN GOVERNANCE BODIES AND AMONG EMPLOYEES

(GRI 405-1)

PROFESSIONAL CATEGORIES	<30 YEARS		30-50 YEARS		>50 YEARS		TOTAL
	Men	Women	Men	Women	Men	Women	
2023							
DIRECTS EMPLOYEES	**33**	**1**	**62**	**2**	**47**	**0**	**145**
Managers	0	0	0	0	0	0	0
Executives	0	0	1	0	0	0	1
Employees	17	1	36	2	27	0	83
Workers in production	14	0	25	0	20	0	59
Interns	2	0	0	0	0	0	2
INDIRECTS EMPLOYEES	**5**	**0**	**28**	**9**	**25**	**7**	**74**
Managers	0	0	5	0	7	0	12
Executives	0	0	1	0	2	1	4
Employees	4	0	17	9	11	6	47
Workers in production	1	0	5	0	5	0	11
Interns	0	0	0	0	0	0	0
TOTAL	**38**	**1**	**90**	**11**	**72**	**7**	**219**

DIVERSITY IN GOVERNANCE BODIES AND AMONG EMPLOYEES

(GRI 405-1)

PROFESSIONAL CATEGORIES	<30 YEARS		30-50 YEARS		>50 YEARS		TOTAL
	Men	Women	Men	Women	Men	Women	
2024							
DIRECTS EMPLOYEES	**37**	**3**	**65**	**4**	**55**	**0**	**164**
Managers	0	0	0	0	0	0	0
Executives	0	0	1	0	0	0	1
Employees	20	2	37	4	27	0	90
Workers in production	15	1	27	0	28	0	71
Interns	2	0	0	0	0	0	2
INDIRECTS EMPLOYEES	**4**	**0**	**21**	**8**	**27**	**9**	**69**
Managers	0	0	4	0	7	0	11
Executives	0	0	1	1	2	1	4
Employees	2	0	11	8	14	8	43
Workers in production	2	0	5	0	4	0	11
Interns	0	0	0	0	0	0	0
TOTAL	**41**	**3**	**86**	**12**	**82**	**9**	**233**

DIVERSITY IN GOVERNANCE BODIES AND AMONG EMPLOYEES

(GRI 405-1)

PROFESSIONAL CATEGORIES	<30 YEARS		30-50 YEARS		>50 YEARS		TOTAL
	Men	Women	Men	Women	Men	Women	
2025							
DIRECTS EMPLOYEES	**39**	**2**	**59**	**5**	**49**	**0**	**154**
Managers	0	0	0	0	0	0	0
Executives	0	0	1	0	0	0	1
Employees	20	1	33	5	22	0	81
Workers in production	18	1	25	0	27	0	71
Interns	1	0	0	0	0	0	1
INDIRECTS EMPLOYEES	**5**	**5**	**24**	**7**	**27**	**5**	**71**
Managers	0	0	5	0	6	0	11
Executives	0	0	0	0	2	2	4
Employees	4	0	12	7	15	6	44
Workers in production	1	0	7	0	4	0	12
Interns	0	0	0	0	0	0	0
TOTAL	**44**	**7**	**83**	**12**	**76**	**5**	**225**

EMPLOYEE INFORMATION BY CONTRACT TYPE
(GRI 2-7)

EMPLOYEE BY CONTRACT TYPE	2023			2024			2025		
	Men	Women	TOT	Men	Women	TOT	Men	Women	TOT
No. of hours permanent	402.744	39.444	442.188	404.820	43.596	448.416	408.972	45.672	454.644
No. of hours fixed term	12.456	4.152	16.608	30.448	6.228	36.676	12.456	0	12.456
No. of hours of non-guaranteed hours employees/intermittent contracts	0	0	0	0	0	0	0	0	0
People with permanent contracts	194	19	213	195	21	216	197	22	219
Fixed-term people	6	2	8	16	3	19	6	0	6
Non-guaranteed hours employees/intermittent contracts	0	0	0	0	0	0	0	0	0
TOTAL	**200**	**21**	**221**	**211**	**24**	**235**	**219**	**22**	**225**

PEOPLE TURNOVER

NEW HIRES
(GRI 401-1)

HIRES	2023				2024				2025			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT	<30	30-50	>50	TOT
Managers	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Men	0	0	0	0	0	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0	0	0	0
Executives	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
Men	0	0	0	0	0	1	0	1	0	0	0	0
Women	0	0	0	0	0	0	0	0	0	0	0	0
Employees	**7**	**4**	**3**	**14**	**7**	**7**	**1**	**15**	**6**	**3**	**1**	**10**
Men	6	3	3	12	6	7	1	14	6	2	1	9
Women	1	1	0	2	1	0	0	1	0	1	0	1
Workers in production	**2**	**3**	**1**	**6**	**9**	**2**	**4**	**15**	**5**	**2**	**0**	**7**
Men	2	3	1	6	8	2	4	14	5	2	0	7
Women	0	0	0	0	1	0	0	1	0	0	0	0
Interns	**7**	**0**	**0**	**7**	**2**	**0**	**0**	**2**	**1**	**0**	**0**	**0**
Men	4	0	0	4	2	0	0	2	1	0	0	0
Women	3	0	0	3	0	0	0	0	0	0	0	0

WORKERS' EXITS
(GRI 401-1)

EXITS	2023				2024				2025			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT	<30	30-50	>50	TOT
MANAGERS	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**2**	**0**	**0**	**1**	**1**
MEN	0	0	0	0	0	0	2	2	0	0	1	1
WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
EXECUTIVES	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
MEN	0	0	0	0	0	0	0	0	0	0	0	0
WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEES	**3**	**5**	**4**	**12**	**6**	**9**	**3**	**18**	**4**	**3**	**7**	**14**
MEN	3	5	4	12	6	9	3	18	4	2	5	11
WOMEN	0	0	0	0	0	0	0	0	0	1	2	3
WORKERS IN PRODUCTION	**4**	**1**	**2**	**7**	**1**	**5**	**0**	**6**	**2**	**1**	**1**	**4**
MEN	4	1	2	7	1	5	0	6	2	1	1	4
WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
INTERNS	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**
MEN	0	0	0	0	0	0	0	0	1	0	0	1
WOMEN	1	0	0	1	0	0	0	0	0	0	0	0

TURNOVER (%)
(GRI 401-1)

TERMINATIONS	2023				2024				2025			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT	<30	30-50	>50	TOT
MANAGERS	**0**	**0**	**0**	**0**	**0**	**0**	**8%**	**8%**	**0**	**0**	**5%**	**5%**
MEN	0	0	0	0	0	0	100%	100%	0	0	100%	100%
WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
EXECUTIVES	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
MEN	0	0	0	0	0	0	0	0	0	0	0	0
WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEES	**14%**	**7%**	**7%**	**9%**	**23%**	**35%**	**12%**	**69%**	**20%**	**15%**	**35%**	**70%**
MEN	100%	100%	0	100%	100%	100%	100%	100%	100%	67%	71%	79%
WOMEN	0	0	0	0	0	0	0	0	0	33%	29%	21%
WORKERS IN PRODUCTION	**21%**	**3%**	**0**	**6%**	**4%**	**19%**	**0**	**23%**	**10%**	**5%**	**10%**	**25%**
MEN	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
INTERNS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
MEN	0	0	0	0	0	0	0	0	0	0	0	0
WOMEN	0	0	0	0	0	0	0	0	0	0	0	0

PEOPLE WAGES

REMUNERATION BY QUALIFICATION - CASH PRINCIPLE

	2023	2024	2025
Managers	0,0%	0,0%	0,0%
Executives	97,6%	98,9%	85%
Employees	90,01%	88,6%	88,7%
Workes in production	0,0%	69%	68,7%
Interns	33,3%	100%	100%

QUALIFICATION-BASED PAY - ACCRUAL BASIS

	2023	2024	2025
Managers	0,0%	0,0%	0,0%
Executives	97,6%	98,9%	85%
Employees	90,01%	88,6%	88,7%
Workers in production	0,0%	69%	68,7%
Interns	33,3%	116,7%	100%

TRAINING

AVERAGE HOURS OF TRAINING BY QUALIFICATION AND GENDER (GRI 404-1)

PROFESSIONAL CATEGORIES	h - men	h - women	training hours	avarage h - men	avarage h - women	avarage h - total
2023						
MANAGERS	1.760	478	2.236	146,6	239	385,6
EXECUTIVES	175	190	365	58,3	190	248,3
EMPLOYEES	4.471	1.461	5.932	37,5	48,7	85,9
WORKERS IN PRODUCTION	217	0	217	5,1	0	5,1
INTERNS	0	0	0	0	0	0
2024						
MANAGERS	712	265	977	59,5	132,5	191,8
EXECUTIVES	189	63	252	63	63	126
EMPLOYEES	2.435	743	3.178	20,3	24,7	45
WORKERS IN PRODUCTION	1.082	26,5	1.108,5	25,7	26,5	52,3
INTERNS	11	3	14	3,6	3	6,6
2025						
MANAGERS	115	5,5	120,5	9,5	2,7	12,3
EXECUTIVES	2	5	7	0,6	5	5,6
EMPLOYEES	1.581	378	1.959	15	19,9	34,8
WORKERS IN PRODUCTION	250	26,5	276,5	3	13,2	16,3
INTERNS	0	0	0	0	0	0

ENVIRONMENT

WASTE GENERATION - Alessandria Plant

EER Code	Waste description	Source plants / processes	Physical state (S solid L liquid)	Annual quantity generated (kg)	Storage area	Storage method (skip - tank - drums - bulk, etc.)	Destination (R13, D14, D15, etc.)
150103	Wooden packaging	Goods receiving	S	17,250	as per layout	Open storage	R13
150106	Mixed packaging	Goods receiving	S	9,410	as per layout	Skip	R13
150101	Paper and cardboard packaging	Goods receiving	S	6,630	as per layout	Skip	R13
170402	Aluminium	Machining operations involving material removal	S	3,130	as per layout	Skip	R13
170405	Iron and steel	Machining operations involving material removal	S	7,600	as per layout	Skip	R13
170411	Cables other than those mentioned in 170410	Machine wiring	S	2,490	as per layout	Skip	R13
160214	Discarded equipment other than those mentioned in 160209 to 160213	Obsolete office equipment	S	140	as per layout	Pallet	R13
080318	Waste printing toner other than those containing hazardous substances	Office printing equipment	S	10	as per layout	Skip	R13
160601*	Lead batteries	Replacement of tool batteries	S	10	as per layout	Pallet	R13
200121*	Fluorescent tubes and other mercury-containing waste	Plant lighting maintenance	S	3	as per layout	Pallet	R13
120103	Non-ferrous metal filings, turnings and dust	Grinding operations	S	900	as per layout	Skip	R13
160605	Other batteries and accumulators	Machine tool maintenance	S	10	as per layout	Skip	R13
150110*	Packaging containing residues of or contaminated by hazardous substances	Paint touch-ups - assembly	S	10	as per layout	Skip	R13

WASTE GENERATION - Fubine Plant

EER Code	Waste description	Source plants / processes	Physical state (S solid L liquid)	Annual quantity generated (kg)	Storage area	Storage method (skip - tank - drums - bulk, etc.)	Destination (R13, D14, D15, etc.)
150102	Plastic packaging	Moulding tests - Fubine press department	S	62.415	as per layout	Cardboard boxes on pallets	R3
150106	Mixed packaging	Goods receiving	S	39.790	as per layout	Skip and cardboard boxes on pallets	R13
120101	Ferrous metal filings, turnings and dust	Grinding operations	S	13,900	as per layout	Skip	R13
150101	Paper and cardboard packaging	Goods receiving	S	13,640	as per layout	Skip	R13
170411	Cables other than those mentioned in 170410	Machine wiring	S	1,500	as per layout	Cardboard boxes on pallets	R13
150103	Wooden packaging	Goods receiving	S	11,800	as per layout	Open storage and skip	R13
170401	Copper, bronze, brass	Machining operations involving material removal	S	1,750	as per layout	Skip	R13
130205*	Non-chlorinated mineral engine, gear and lubricating oils	Machine tool maintenance	L	269	as per layout	Drum	R13
120103	Non-ferrous metal filings, turnings and dust	Grinding operations	S	880	as per layout	Skip	R13
120118*	Metal sludge (grinding, honing and lapping sludge) containing oil	Grinding operations	S	457	as per layout	Open 1,000 L tank	D15
150202*	Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing contaminated by hazardous substances	Grinding operations	S	315	as per layout	Pallet	R13
120121	Spent grinding bodies and grinding materials other than those mentioned in 120120	Grinding operations	L	20	as per layout	Pallet	R13
080318	Waste printing toner other than those containing hazardous substances	Office printing equipment	S	20	as per layout	Box on pallet	R13
150110*	Packaging containing residues of or contaminated by hazardous substances	Mould and DAV assembly	S	75	as per layout	Pallet	R13
150111*	Metallic packaging containing a hazardous solid porous matrix (e.g. asbestos), including empty pressure containers	Mould and DAV assembly	S	22	as per layout	Box on pallet	R13
160605	Other batteries and accumulators	Use of work equipment	S	10	as per layout	Box on pallet	R13
120109*	Machining emulsions and solutions free of halogens	Machining operations involving material removal	L	10.929	as per layout	Drum and 1,000 L tank	R13
120301*	Aqueous washing liquids	Washing tank	L	4,897	as per layout	1,000 L tank	D15

NON-MATERIAL THEME - WATER RESOURCES

WATER WITHDRAWALS BY SOURCE (ML) - FUBINE PLANT
WATER IS USED FOR NON-INDUSTRIAL PURPOSES, SUCH AS RESTROOMS AND THE CANTEEN.

PICK-UP LOCATION	2023	2024	2025
Source	Fresh water	Fresh water	Fresh water
Groundwater (all areas)	0	0	0
Groundwater (areas with water stress)	0	0	0
Well	90	162	389
Aqueduct	2.576	2.941	1.958
TOTALE	**2.666**	**3.103**	**2.347**

WATER DISCHARGES BY SOURCE (ML)

DISCHARGE DESTINATION	2023	2024	2025
Source	Other types of water	Other types of water	Other types of water
Groundwater (all areas)	0	0	0
Groundwater (areas with water stress)	0	0	0
Well	90	162	389
Aqueduct	2.576	2.941	1.958
TOTAL	**2.666**	**3.103**	**2.347**

ALESSANDRIA PLANT
WATER IS USED FOR NON-INDUSTRIAL PURPOSES, SUCH AS RESTROOMS AND THE CANTEEN.

WATER WITHDRAWALS BY SOURCE (ML)

PICK-UP LOCATION	2023	2024	2025
Source	Fresh water	Fresh water	Fresh water
Groundwater (all areas)	0	0	0
Groundwater (areas with water stress)	0	0	0
Well	0	0	0
Aqueduct	812	1.266	1.097
TOTAL	**812**	**1.266**	**1.097**

WATER DISCHARGES BY SOURCE (ML)

DISCHARGE DESTINATION	2023	2024	2025
Source	Other types of water	Other types of water	Other types of water
Groundwater (all areas)	0	0	0
Groundwater (areas with water stress)	0	0	0
Well	0	0	0
Aqueduct	812	1.266	1.097
TOTAL	**812**	**1.266**	**1.097**

09 METHODOLOGICAL NOTE

The GEFIT Sustainability Report is intended for all stakeholders and aims to provide a balanced and reasonable representation of our company's approach to sustainability, taking into account both the positive and negative impacts generated by the company's operations.

This Sustainability Report is the result of an internal data collection process shared across various company functions. It was prepared by a dedicated internal team in collaboration with Management, and was overseen and approved by the Board of Directors.

With regard to economic, social, and environmental data and information, the reporting scope is specified below for each GRI indicator, broken down by sector.

SCOPE OF THE REPORT

The reporting scope is shown below, highlighting the material topics covered by the relevant GRI

MATERIAL THEMES	GRI STANDARDS	PERIMETER
CLIMATE CHANGE AND ENERGY EFFICIENCY	302, 303	GEFIT ITALY
CIRCULAR ECONOMY	306	GEFIT ITALY
SUSTAINABLE SOURCING	204-1	GEFIT ITALY
HEALTH AND SAFETY IN THE WORKPLACE	403	GEFIT ITALY
WORKER TRAINING AND WELL-BEING	401 404	GEFIT ITALY
DIVERSITY, EQUITY AND INCLUSION	405	GEFIT ITALY
COMMUNITY	Extra GRI: economic value of donations and sponsorships	GEFIT ITALY
CUSTOMER SATISFACTION	416, 418 Extra GRI: Customer Satisfiction	GEFIT ITALY
R&D	Extra GRI: economic amounts of investments	GEFIT ITALY
RESPONSIBLE GROWTH	201, 205, 206	GEFIT ITALY

Reporting Criteria,
Standards, and Objectives

To ensure data reliability, the use of estimates has been limited as much as possible. Where applicable, estimates are appropriately disclosed and based on the best available methodologies.

This Report has been prepared based on the Sustainability Reporting Standards published in 2016 by the Global Reporting Initiative (GRI), taking into account the new GRI 1, 2, and 3, which came into effect on January 1, 2023. All reported GRI indicators refer to this version, with the exception of indicators 303 and 403, which refer to the 2018 version, and indicator 306, which refers to the 2020 version.

This Report, prepared in accordance with the GRI and taking into account the "With Reference" option, represents the ideal tool for reporting the company's commitment to ESG criteria.

The data reported therein are updated to 12/31/2025 and are correlated and compared with the previous two-year period (2023-2024).

10 GRI CONTENT INDEX

GEFIT has reported the information cited in the following GRI Content Index for the period January 1, 2025 – December 31, 2025, with reference to the GRI standards.

Intended use GEFIT has submitted a report in accordance with GRI Standards for the period January 1, 2025 - December 31, 2025.

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS	
			REASON / EXPLANATION	
"GRI 2 General Disclosures 2021"	2-1 Organizational details	1 GEFIT SPA		
	2-2 Entities included in the organization's sustainability reporting	1 GEFIT SPA		
	2-3 Reporting period, frequency and contact point	METHODOLOGICAL NOTE		
	2-4 Restatements of information	ENTIRE DOCUMENT	With reference to the 2023 Sustainability Report	Con riferimento al BDS 2023
	2-5 External assurance	N/A	This Sustainability Report has not been subject to verification by a third-party entity.	Il presente bilancio non e' stato oggetto di verifica da parte di ente di parte terza.
	2-6 Activities, value chain and other business relationships	5.11 MANAGEMENT OF RELATIONSHIPS WITH THE VALUE CHAIN		
	2-7 Employees	7 SOCIAL		
	2-8 Workers who are not employees	N/A		
	2-9 Governance structure and composition	5 GOVERNANCE		
	2-10 Nomination and selection of the highest governance body	5.1 GEFIT STRUCTURE		
	2-11 Chair of the highest governance body	5.1 GEFIT STRUCTURE		
	2-12 Role of the highest governance body in overseeing the management of impacts	5 GOVERNANCE		
	2-13 Delegation of responsibility for managing impacts	5.4 RISK MANAGEMENT AND GEFIT GOVERNANCE		
	2-14 Role of the highest governance body in sustainability reporting	5.5 GOVERNANCE FOR SUSTAINABILITY		
	2-15 Conflicts of interest	5 GOVERNANCE		

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS	
			REASON / EXPLANATION	
	2-16 Communication of critical concerns	5.2 RGANIZATIONAL MODEL AND CODE OF ETHICS	No reports were submitted to the Board of Directors in 2024 through the reporting mechanisms.	Nessuna istanza è pervenuta al CdA nel 2024 attraverso i meccanismi di segnalazione.
	2-17 Collective knowledge of the highest governance body	5 GOVERNANCE		
	2-18 Evaluation of the performance of the highest governance body	5 GOVERNANCE	There are no procedures in place to evaluate the performance of the highest governance body in overseeing the management of impacts on the economy, the environment and people.	Non sono presenti procedure di valutazione della performance del massimo organo di governo nel controllo della gestione degli impatti sull'economia, sull'ambiente e sulle persone
	2-19 Remuneration policies	N/A	There is no policy governing the remuneration of members of the highest governance body and senior executives.	Non è presente un regolamento riguardante le remunerazioni dei membri del massimo organo di governo e degli alti dirigenti
	2-20 Process to determine remuneration	7 SOCIAL		
	2-21 Annual total compensation ratio	7 SOCIAL		
	2-22 Statement on sustainable development strategy	LETTER TO STAKEHOLDERS		
	2-23 Policy commitments	1.3 MISSION AND VISION		
	2-24 Embedding policy commitments	3 GEFIT ESG OBJECTIVES		
	2-23 Policy commitments	3 GEFIT ESG OBJECTIVES		
	2-24 Embedding policy commitments	3 GEFIT ESG OBJECTIVES		
	2-25 Processes to remediate negative impacts	2.3 MATERIALITY ANALYSIS		The procedures and policies in place to remediate the main negative impacts are described in the individual chapters relating to the management of environmental and social impacts.
	2-26 Mechanisms for seeking advice and raising concerns	5.2 ORGANIZATIONAL MODEL AND CODE OF ETHICS		
	2-27 Compliance with laws and regulations	1 GEFIT SPA		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES AND OMISSIONS	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-28 Membership associations	1.5 PARTNERSHIP			
	2-29 Approach to stakeholder engagement	2.2 STAKEHOLDERS			
	2-30 Collective bargaining agreements	7 SOCIAL			
"GRI 3 Material Topics 2021"	2-1 Organizational details	1 GEFIT SPA			
	3-2 List of material topics	2.3 MATERIALITY ANALYSIS			
Material topic: RESPONSIBLE GROWTH					
"GRI 3 Material Topics 2021"	3 Management of material topics	2 THE SUSTAINABILITY CONTEXT			
"GRI 201: Economic Performance"	201-1 Direct economic value generated and distributed	5 GOVERNANCE			
"GRI 205: Anti-corruption"	205-3 Confirmed incidents of corruption and actions taken	5.2 ORGANIZATIONAL MODEL AND CODE OF ETHICS			
"GRI 206: Anti-competitive Behavior"	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	5.2 ORGANIZATIONAL MODEL AND CODE OF ETHICS			
Material topic: RESPONSIBLE PROCUREMENT					
"GRI 3 Material Topics 2021"	3-3 Management of material topics	5.11 MANAGEMENT OF RELATIONSHIPS WITH THE VALUE CHAIN			
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	5.11 MANAGEMENT OF RELATIONSHIPS WITH THE VALUE CHAIN			
Material topic: CLIMATE CHANGE AND ENERGY EFFICIENCY					
"GRI 3 Material Topics 2021"	3-3 Management of material topics	6.2 CONSCIOUS USE OF RESOURCES			
GRI 302: Energy	302-1 Energy consumption within the organization	6.2 CONSCIOUS USE OF RESOURCES			
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	6.4 CARBON FOOTPRINT			
	305-2 Energy indirect (Scope 2) GHG emissions	6.4 CARBON FOOTPRINT			
Material topic: WATER CONSUMPTION					
"GRI 3 Material Topics 2021"	3-3 Management of material topics	6.2 CONSCIOUS USE OF RESOURCES			
"GRI 303: Water and Effluents"	303-1 Interactions with water as a shared resource	APPENDIX			
	303-5 Water consumption	APPENDIX			
Material topic: CIRCULAR ECONOMY					
"GRI 3 Material Topics 2021"	3-3 Management of material topics	6.5 CIRCULAR ECONOMY			
	306-3 Waste generated	6.5 CIRCULAR ECONOMY			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES AND OMISSIONS	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topic: WORKER HEALTH AND SAFETY					
"GRI 3 Material Topics 2021"	3-3 Management of material topics	7.4 OCCUPATIONAL HEALTH AND SAFETY			
	403-5 Worker training on occupational health and safety	7.4 OCCUPATIONAL HEALTH AND SAFETY			
	403-6 Promotion of worker health	7 SOCIAL			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	7 SOCIAL			
	403-8 Workers covered by an occupational health and safety management system	7 SOCIAL			
	403-9 Work-related injuries	7.4 OCCUPATIONAL HEALTH AND SAFETY			
	403-10 Work-related ill health	7.4 OCCUPATIONAL HEALTH AND SAFETY			
Material topic: EMPLOYEE TRAINING AND WELL-BEING					
"GRI 3 Material Topics 2021"	3-3 Management of material topics	7 SOCIAL			
"GRI 401: Employment"	401-1 New employee hires and employee turnover	"7 SOCIAL APPENDIX"			
"GRI 404: Training and Education"	404-1 Average hours of training per year per employee, by employee category and gender	7.2 TRAINING AND SKILLS DEVELOPMENT			
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	7.1 THE VALUE OF PEOPLE AT GEFIT			
"GRI 406: Non-discrimination"	406-1 Incidents of discrimination and corrective actions taken	5.2 ORGANIZATIONAL MODEL AND CODE OF ETHICS		No cases or incidents of discrimination were reported during the reporting period.	
Material topic: CUSTOMER SATISFACTION					
"GRI 3 Material Topics 2021"	3-3 Management of material topics	5.11 MANAGEMENT OF RELATIONSHIPS WITH THE VALUE CHAIN			
GRI 416 – Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	5.11 MANAGEMENT OF RELATIONSHIPS WITH THE VALUE CHAIN			
GRI 418 Privacy	418-1 Incidents of privacy breaches	5.2 ORGANIZATIONAL MODEL AND CODE OF ETHICS			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES AND OMISSIONS	
			REQUIREMEN-T(S) OMITTED	REASON	EXPLANATION
Material Topic: EXTRA GRI – COMMUNITY					
GRI 2 General Disclosures 2021		7 SOCIAL 7.5 COMMUNITY AND LOCAL AREA			
KPI extra GRI	Financial donations and local community development projects	7 SOCIAL 7.5 COMMUNITY AND LOCAL AREA			
Material Topic: EXTRA GRI **RESEARCH & DEVELOPMENT**					
GRI 2 General Disclosures 2021		4 FOCUS – RESEARCH & DEVELOPMENT			
KPI extra GRI	R&D Investments Infrastructure and Technology Investments	4 FOCUS – RESEARCH & DEVELOPMENT			

For further information and insights, please visit the company website www.gefit.com. For any comments, requests, or suggestions for improvement regarding the content presented, please email sustainability@gefitmail.com.

GEFIT's 2025 Sustainability Report was made possible thanks to:

- The role of the Sustainability Manager;
- The contribution of the Company Management;
- The direct involvement of the various company representatives directly involved in the topics reported.

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