



## 2024 GROUP SUSTAINABILITY REPORT



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## Letter to Stakeholders

Dear Stakeholders,

We are delighted to present our 2024 Sustainability Report as part of our continued commitment to responsible business conduct and long-term value creation.

At FIMO Group, we support digital development through the design and supply of innovative, smart components for mobile telecom infrastructures. In an evolving digital landscape, we endeavor to deliver efficient, safe, and sustainable solutions that foster connectivity while reducing environmental impact.

Sustainability is fully integrated into our corporate strategy, and business model. We are committed to generating positive outcomes for the economy, the environment, and the society by acting responsibly across all dimensions of our business.

Our ESG roadmap is structured across short-, medium- and long-term horizons. In the short term, we are focused on energy efficiency measures and employee engagement. In the medium term, we are working to embed sustainability throughout our value chain and product development. Over the long term, our ambition is to contribute to a more inclusive, adaptive, and low-impact digital infrastructure sector.

During the reporting period, we achieved important results. We reduced energy consumption through automation and LED upgrades, advanced in sustainable product design by incorporating recycled materials and reducing the use of metals and reinforced our talent development processes. In governance, we linked part of management incentives to ESG targets and improved compliance with data protection regulations.

Over the next three to five years, we will continue to reduce our environmental footprint, enhance transparency in ESG reporting, and align our actions with international sustainability frameworks. We recognize the challenges ahead, but we remain committed to integrating sustainability into all areas of our business. This report reflects the steps taken and the direction we intend to follow as we continue contributing to a more sustainable future.

**Luca TAMBERI**

**CEO**

A handwritten signature in black ink, appearing to read "Luca Tamberi", with a large, sweeping flourish extending from the end of the name.

## Methodological Note

This document represents the second Sustainability Report for FIMO Group (hereinafter also “FIMO” or “the Group”) which is designed to transparently present the main sustainability results achieved during the 2024 financial year as well as to describe the projects and commitments the Group made to create value for all its Stakeholders.

The Sustainability Report has been prepared by reporting a selection of the “GRI Sustainability Reporting Standards” published by the Global Reporting Initiative (GRI), as indicated in the “GRI Content Index”, which allows to highlight the coverage of the GRI indicators reported in this document. As required by the GRI Standards, FIMO conducted a materiality analysis in 2023 to identify the most relevant sustainability topics, as detailed in the “Materiality Analysis” section.

A set of indicators inspired by the European Sustainability Reporting Standards (ESRS) has been included in the Report, as part of a first voluntary data collection exercise.

The information and data reported refer to the fiscal year 2024 (from January 1 to December 31, 2024). The data from the previous year is provided for comparison purposes, to facilitate a clearer understanding of the Group’s performance trend. Moreover, following a process of improvement of the reporting system, the data relating to waste generated at Fimo SAS have been restated for 2023 compared to those published in the previous Sustainability Report.

The scope of the economic data and information corresponds to that of FIMO Group’s consolidated financial statements as of December 31, 2024.

The reporting scope of ESG data and information includes the companies consolidated on a line-by-line basis by the parent company FI.MO.TEC. S.p.A. in the consolidated financial statements as of 31.12.2024:

- FIMO SAS;
- FIMO Deutschland GmbH (hereinafter also “FIMO Germany”);
- FIMO India Mfg. Pvt. Ltd. (hereinafter also “FIMO India”);
- Wanho Manufacturing LLC (hereinafter also “Wanho”) <sup>1</sup>.

To ensure accurate performance representation, the use of estimates has been minimized. Where necessary, estimates are based on the best methodologies available and documented accordingly.

This Sustainability Report is also available to the public at the following link: [Sustainability Report | Fimo](#)

For further information on the document, please contact us at [fimo@fimoworld.com](mailto:fimo@fimoworld.com).

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<sup>1</sup> Wanho Manufacturing LLC is 100% owned by WAN-HO LLC, which in turn is 100% owned by FI.MO.TEC. S.p.A. The US subsidiary Wanho Manufacturing LLC was acquired in November 2023, therefore the 2023 ESG data at Group level does not include Wanho's data, except for HR data.

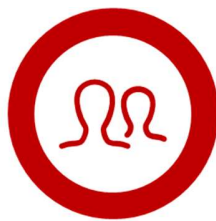
## 1. Our Identity

### 1.1. Overview of FIMO Group

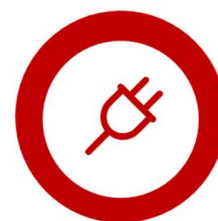
#### FIMO Group's 2024 highlights



**85.2 mln** euro of **revenues**



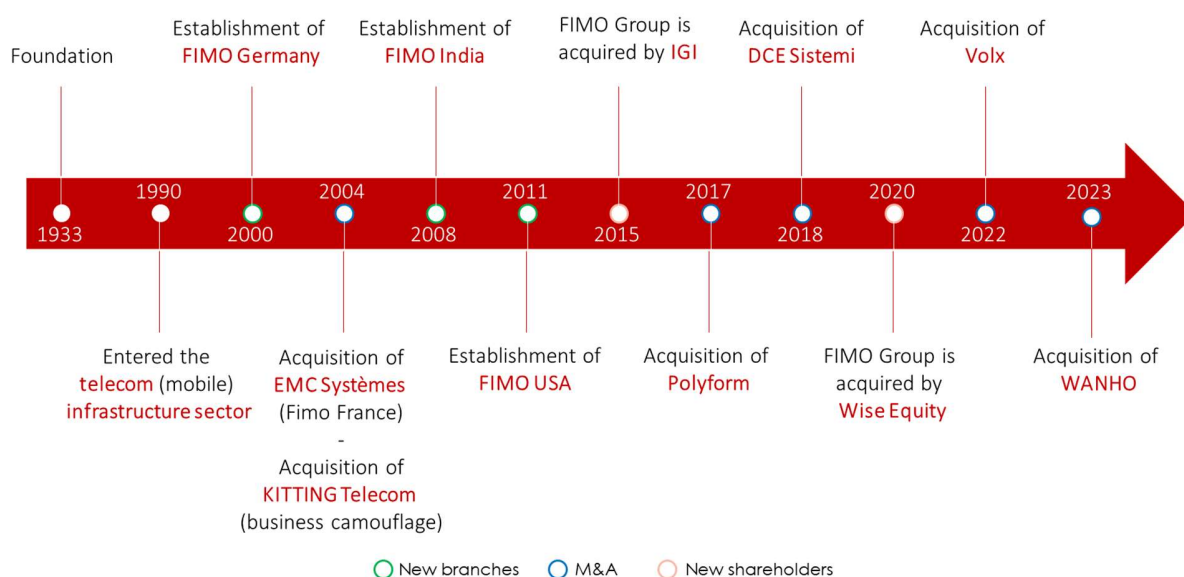
**200 employees** as of 31.12.2024



**2,568 MWh** of energy consumed

FIMO Group specializes in designing and implementing solutions that contribute to digital development worldwide. The goal is to create innovative and intelligent components, as well as tailored solutions for telecom infrastructures.

FIMO Group was founded in Italy in 1933. Its industrial history began with the introduction of wall plugs: new products that transformed the cable fixing market. Since then, the Group's search for innovative solutions continues to be its main driver.

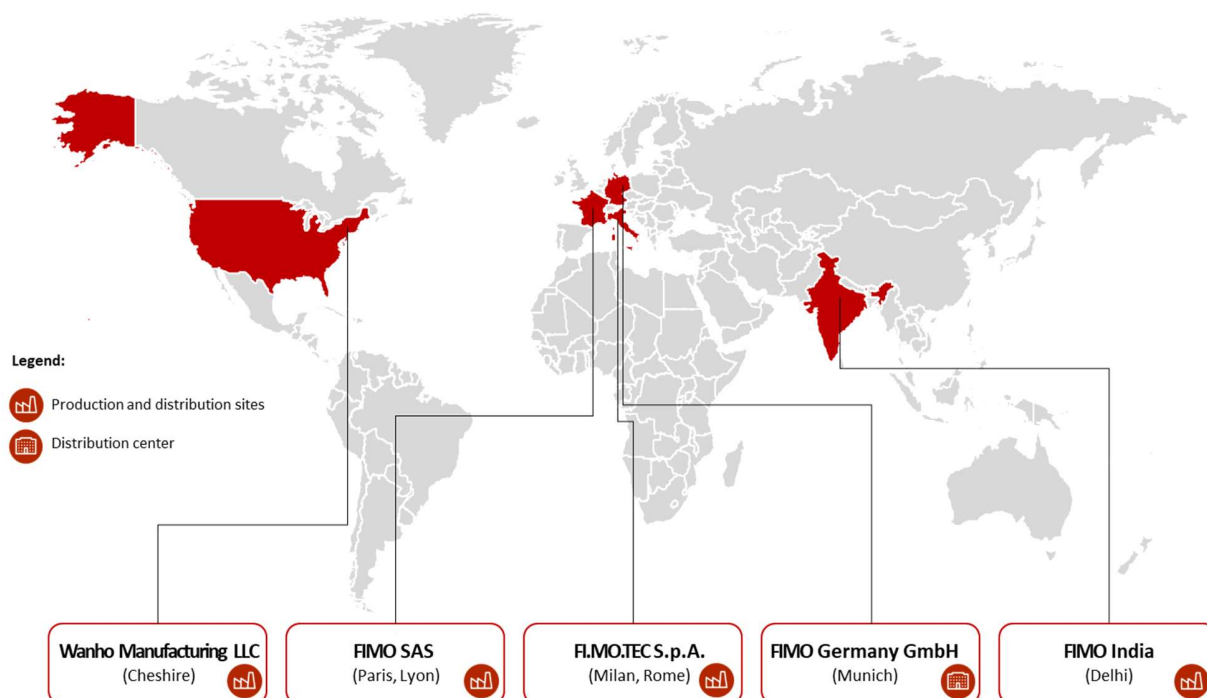


The comprehensive range of offerings includes both standard products and customized solutions. The Group provides over 5,000 cable fixing elements, as well as cutting-edge electrical cabinets and cabling solutions for electrical, optical, and coaxial applications. Additionally, FIMO Group

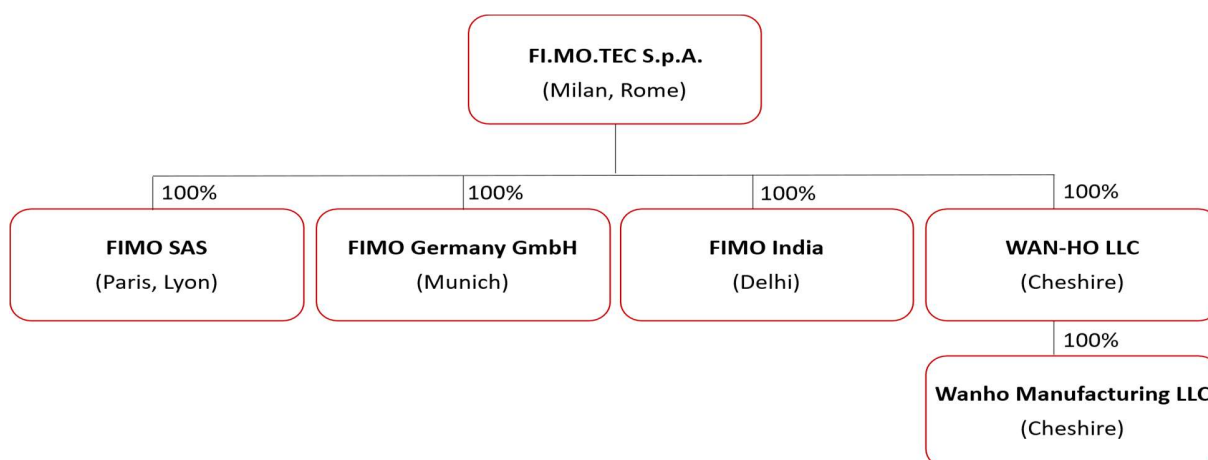
offers camouflage solutions and equipment supports for rooftops, along with design and tree pylons.

With its extensive product portfolio and expertise, FIMO Group has established itself as a trusted partner in the telecommunications market. The Group is also committed to delivering high-quality solutions and supporting the advancement of global connectivity.

### Geographical distribution of the FIMO Group



### FIMO Group structure as of 31.12.2024



## 1.2. Our values and mission

FIMO Group offers a full range of innovative solutions to support the sustainable development of the world's telecom infrastructure.

Our mission is to support the digital development by providing innovative and smart components and solutions for mobile telecom infrastructure. Reliability, innovation, and speed are the pillars on which FIMO Group's work is based. Our historical tradition and strong know-how are based on a modern vision that uses research to find the key to creating and offering increasingly revolutionary products.

The importance of the Group's customers has always been the central part of the FIMO philosophy, and it is reflected in all areas of the Group. The individual is the heart of the project: customers can work on all aspects together with the Technical Department, from the piece's initial design through to production.

Digitalization is shaping the world, and FIMO Group wants to be at the heart of this change, making FIMO's competences available for every player in the ecosystem.

Passion, enthusiasm, positivity, respect for the individuals and for the world the Group lives in, are its guiding principles.



### Respect

Respect is a permanent and unconditional commitment within the Group, applying both to our employees and to our various partners. It means valuing diversity, inclusion and individual contributions to create an environment of trust, openness and inclusivity.



### Innovation

We pursue innovation in everything we do. To meet the specific requests of our customers, to be part of our quality approach for continuous improvement, to anticipate market needs, innovation guides our activities. The future already lives in our solutions.



### Passion

Keystone of our operation and common point of all our people all over the world, passion drives us. A source of inspiration and driving force behind our involvement, we translate our passion into the achievement of ambitious goals.



### Integrity

Integrity is a fundamental principle of the Group and is practiced unconditionally every day, ensuring consistency between our business strategy, our behavior and our values. It is the foundation of the cohesion of our teams and a guarantee of trust for our customers, suppliers and investors.



### Reliability

One of the distinctive features of the Group is reliability. The solidity and reputation of our company is a guarantee of security and sustainability for our customers and our partners.



### Speed

Speed is synonymous with efficiency in decision-making and execution. Our agile processes in the development of new products and our controlled supply chain make it possible to meet specific needs and optimize sites.

## 1.3. Our business units and product offering

FIMO Group's solutions are designed to support the development of the world's telecommunications infrastructure. All the technologies and products proposed by FIMO are continuously supported by important investments in R&D, innovation, and state-of-the-art production processes.

With a range of over 5,000 products and 35+ active patents, any kind of clamping solution, weatherproofing kits, greenfield and rooftop concealing solutions, small cells design, inter-connection system or any other components needs can be met.

To address the various requirements of the Group's clients, both for standard needs as well as customized solutions, FIMO Group is divided into 3 specific business units, as follows:



Each business unit offers a wide variety of products and services with different technical characteristics, according to client's needs and applications:

- **Fimo Components:** With a wide range of products that allows for the creation of the perfect product, each component is made according to the requests, needs and desires of the customer. FIMO Components combines the extremely high quality of its products and services with unrivaled speed and flexibility on the European market. Years of innovation and research has allowed Fimo Components to design and manufacture ergonomic products that are increasingly lightweight and better suited to the technological evolution of the market. The main products belonging to this business unit are cable clamps. Fimo Components offers its products to the European market and, through Wanho, to the North American market.
- **Fimo Infrastructure:** Encompassing the former Rooftop and Tower business units, while also offering a renewed focus on workplace safety solutions, FIMO Infrastructure offers equipment and integration supports, with end-to-end services for camouflage solutions, offsets, masts, as well as non-telecom solutions like pylon trees or even transportation. With an increase focus on safety, this business line also provides safety equipment and installations, as well as maintenance services and training, to ensure the best outcomes for all clients.
- **Fimo Solutions:** FIMO Solutions offers sensors for structural monitoring, power management systems, metering systems, metering systems, integration of IoT solutions, access control solutions, ergonomically optimized structures, and a wide range of accessories.



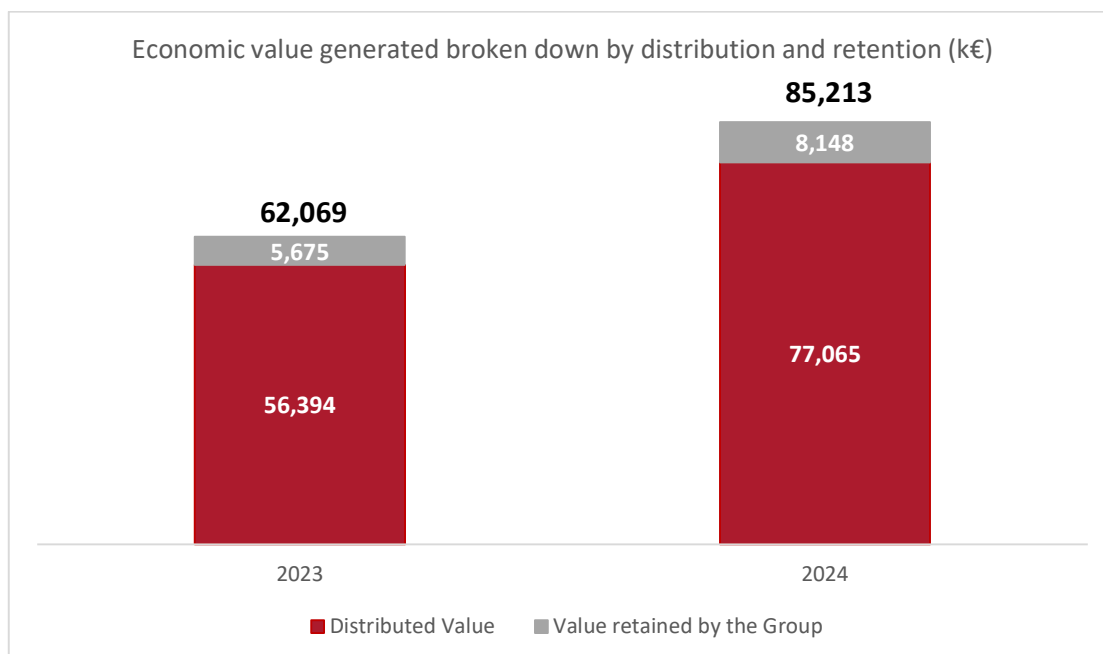
## Fimo's product categories

Components	Infrastructure		Solutions	
<ul style="list-style-type: none"><li>• PIM Shields</li><li>• Cable Clamps</li><li>• Special Clamps</li><li>• Fastening Devices</li><li>• Radiating Cable Clamps</li><li>• Grounding Kits</li><li>• Wall entries</li><li>• Accessories for Installation</li></ul>	<b>Tower</b> <ul style="list-style-type: none"><li>• Tree pylons</li><li>• Design pylons</li><li>• Classic pylons</li></ul>	<b>Rooftop</b> <ul style="list-style-type: none"><li>• Integration Style</li><li>• Edicules</li><li>• Soundproofing</li><li>• Green Line</li><li>• Architectural camouflage</li></ul>	<b>FTTA/PTTA</b> <ul style="list-style-type: none"><li>• Fiber to the Antenna</li><li>• Power to the Antenna</li><li>• Hybrid to the Antenna</li></ul>	
	<b>Safety</b> <ul style="list-style-type: none"><li>• Guardrail</li><li>• Staircase and Ladder</li><li>• Markers</li><li>• Lighting</li></ul>	<b>Other solutions</b> <ul style="list-style-type: none"><li>• Cow</li><li>• Video security</li></ul>	<b>Power Solutions</b> <ul style="list-style-type: none"><li>• AC Power</li><li>• Cabinet, Indoor/Outdoor</li><li>• Cabinet and Power Station Solutions</li></ul>	<b>Others</b> <ul style="list-style-type: none"><li>• IoT Sensor</li><li>• Urban Infrastructure</li><li>• Green Technology</li><li>• Harness Cables and Accessories</li></ul>

### 1.4. Our economic performance

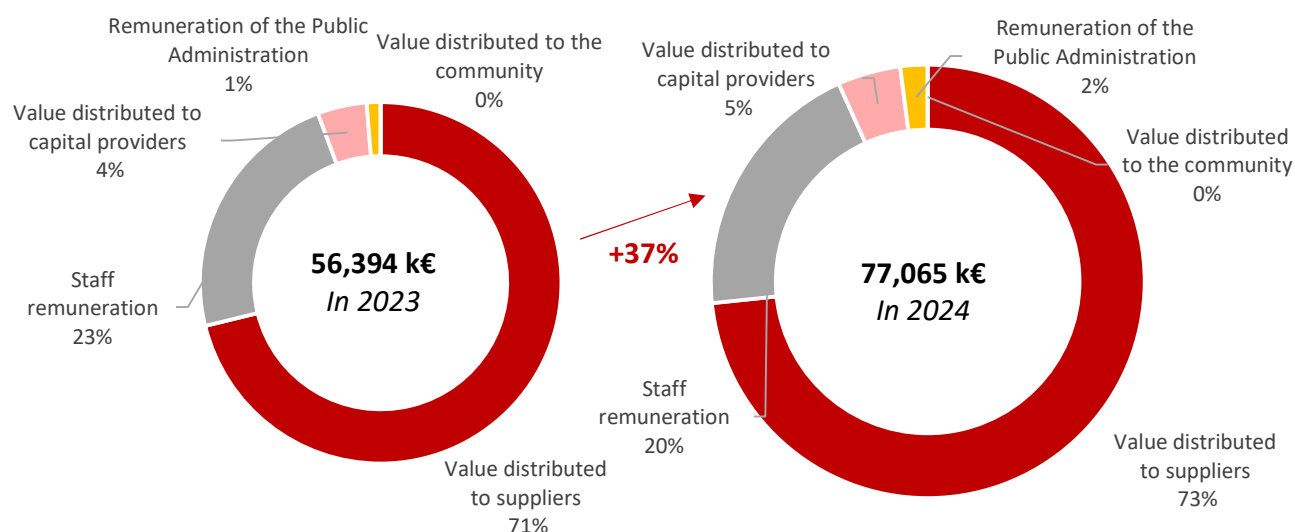
FIMO Group supports and carries out sustainable corporate growth over time that is not exclusively profit-oriented, but which also aims to develop a circular economy model that generates lasting and regenerative wealth over time and from which all the Stakeholders involved can benefit.

The Group also recognizes the importance of balancing the distribution of the economic value generated by its activities to the Stakeholders who have directly or indirectly contributed to its creation. The analysis of the economic value generated and distributed highlights the flow of resources produced and addressed to its suppliers, collaborators, investors, and the Public Administration. Finally, the economic value retained by the Group is the delta between economic value generated and economic value distributed.



In 2024, the economic value generated totaled 85,213 thousand euros, an increase of 37% compared to 2023. The majority of this increase is due to the inclusion of Wanho subsidiary into the perimeter. For both years, the value distributed by the Group was above 90%, with 10% of value retained in 2024.

### Breakdown of distributed economic value

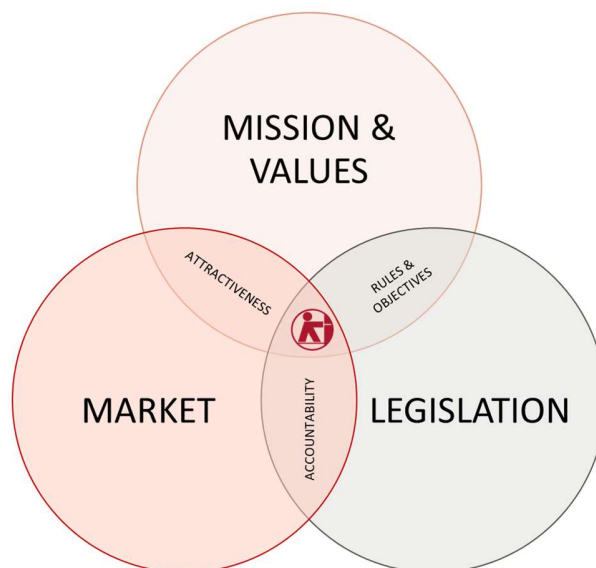


For both 2023 and 2024, the vast majority of economic value distributed went towards suppliers (in the form of costs for the purchase of raw materials and services), accounting for nearly three-quarters of the total in both 2023 and 2024, followed by staff remuneration (i.e. employee wages and benefits), accounting for 20% of the value distributed in 2024.

## 2. What sustainability means to us

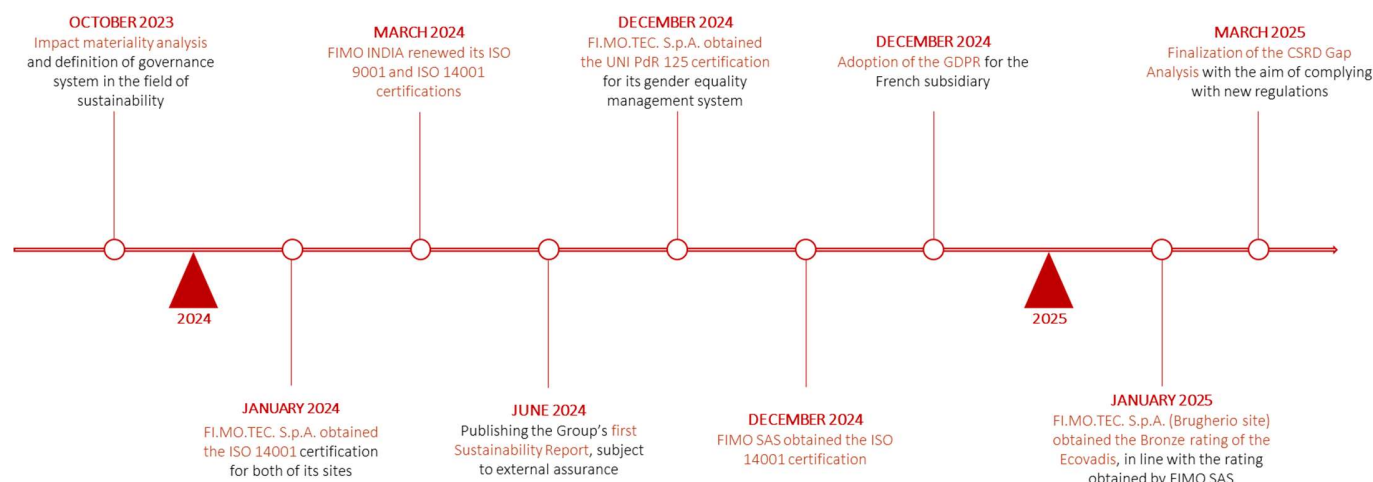
### 2.1 Our sustainability path

FIMO Group is deeply committed to ESG (Environmental, Social, and Governance) responsibilities and has continued its sustainability path that encompasses various aspects, including the environment, social impact, and governance, as well as upholding human rights.



FIMO Group's mission is to support the sustainable development of the world's telecommunications infrastructure through digital development, innovative and smart components, and solutions. The market is continuously evolving towards ESG themes, and clients are asking more and more for adapted processes and procedures, recognizable through national and international certifications. In addition, the new European rules require more stringent reporting in sustainability, with the adoption of the Corporate Sustainability Reporting Directive (CSRD) in 2022, transposed in Italy through Legislative Decree No. 125/2024, published on 10 September 2024 and in force since 25 September requiring companies to adopt the new European Sustainability Reporting Standards (ESRS).

Below is a timeline of the Group's major ESG achievements throughout 2024 and to date:



Based on the regulatory evolution and the ESG demands from the market, the Group has decided to undertake a sustainability strategy focused on the implementation of a series of management systems certified according to ISO standards to ensure that its processes are aligned with the best international practices in the ESG field. Moving forward, the Group is working extending key certifications, such as ISO 9001 for quality management systems, ISO 14001 for environmental management systems, as well as obtaining ISO 45001 for occupational health and safety management systems at Group level.

In addition, starting in November 2024, the Group, with the support of a consulting firm, carried out a gap analysis against the requirements of the Corporate Sustainability Reporting Directive (CSRD), involving all the Group's subsidiaries, with the aim of assessing the impact of future regulatory requests in the area of sustainability. The main gaps identified, along with the related mitigation actions, were presented in March 2025. However, following the publication of the Omnibus package in February 2025<sup>2</sup> and the approval of the "Stop-the-Clock" Directive in April 2025, which postpones the entry into force of the CSRD reporting obligations by 2 years, the Group is closely monitoring the evolving regulatory framework as part of its ongoing sustainability journey, in order to better define the next steps and seize potential opportunities. Certain project streams are therefore being reassessed in light of these developments.

## 2.2 ESG action plan

During 2024, the Group's Action Plan, formalized for the first time in 2020, has been revised and expanded to include new sustainability commitments, particularly regarding certifications.

<sup>2</sup> On 26 February 2025, the European Commission proposed a regulatory simplification package, "Omnibus I", with the aim, among others, of simplifying sustainability reporting obligations and reducing the administrative burden for companies. Changes to the CSRD introduced by this package are still under discussion.

The table below provides an overview of the Group's main ESG targets<sup>3</sup>:

Area	ESG Material Topics	Targets	Timeline	Progress
Environment	Circular economy and product lifecycle management	Design and development of new products with lower environmental impacts (recycled plastic use, reduction use of stainless steel and reduction of steel in Rooftop)	Recurring	✓
		Extension of the ISO 14001 Management System to the French sites of the Group	2025	✓
		Adoption of an ISO 14001-certified environmental management system at the US site of Wanho Manufacturing LLC	2026	New
	Energy consumption, GHG emissions and climate change	Adoption of automatic switching ON/ OFF of heating/ cooling devices after working hours at the Brugherio site	2024	✓
		Complete the installation of LED lamps at the Brugherio site	2024	✓
		Quantification of Scope 3 GHG emissions at Group level and definition of a decarbonization plan	2027	New
		Adoption of a Group's Environmental Policy	2026	In progress

<sup>3</sup> The progress status of the ESG objectives refers to the period up to 30/04/2025 included.

Area	ESG Material Topics	Targets	Timeline	Progress
Social	Diversity, inclusions and pay equity	Adoption of a PAS 24000-certified social management system at FI.MO.TEC S.p.A.	2025	New
		Adoption of a PAS 24000-certified social management system at Fimo India	2026	New
		Adoption of a PAS 24000-certified social management system at Fimo SAS	2026	New
		Adoption of a PAS 24000-certified social management system at the US site of Wanho Manufacturing LLC	2026	New
		Adoption of an ISO 30415-certified human resource management system (Diversity and Inclusion) at Group level	2026	New
	Employee training, development, and wellbeing	Implementation of the internal climate survey at Group level	Recurring	✓
		Finalization of the Talent management process with calibration activities (ITA/FRA)	2024	✓
	Occupational health and safety	Reduce the frequency and severity rate of work-related accidents at the French site in Arnas	Recurring	In progress
		Fire protection system installation at the Brugherio site	2024	✓
		Adoption of an ISO 45001-certified occupational health and safety management system at FI.MO.TEC S.p.A.	2025	New
		Adoption of an ISO 45001-certified occupational health and safety management system at Fimo SAS	2025	New
		Adoption of an ISO 45001-certified occupational health and safety management system at Fimo India	2026	New
		Adoption of an ISO 45001-certified occupational health and safety management system at the US site of Wanho Manufacturing LLC	2026	New

	Adoption of an ISO 9001-certified quality management system at Fimo SAS	2025	New
	Adoption of an ISO 9001-certified quality management system at the US site of Wanho Manufacturing LLC	2026	New

Area	ESG Material Topics	Targets	Timeline	Progress
Governance	Business ethics, anti-corruption and ESG Governance	Inclusion of ESG aspects in the due diligence process, in case of potential acquisitions	Recurring	In progress
		Review the risk analysis (ITA/ FRA)	Recurring	✓
		Adoption of GDPR for the French company	2024	✓
		Allocating the bonus partially linked to the implementation of the ESG action plan assigned to each senior manager (ITA/ FRA)	2024	✓
		Drafting of a Sustainability Report at Fimo Group level	2024	✓
		Improve ESG monitoring system, with better and quicker alignment throughout all the subsidiaries	2024	✓
		Compilation of the EcoVadis questionnaire at FI.MO.TEC S.p.A. (Pomezia site)	2025	New
		Extension of the Code of Ethics to all subsidiaries of the Group	2025	In progress
		Initiation and implementation of preliminary activities for the double materiality analysis	2026	New
		Implementation of a gap analysis with respect to CSRD (Corporate Sustainability Reporting Directive) disclosure requirements	2025	✓
		Integrate Wanho into the ESG reporting system and include specific ESG targets for the US subsidiary in the ESG Action Plan	2025	In progress

		Formalize succession plans (through organizational charts) for Management Team members for at least 3 out of 7 departments (ITA/ FRA)	2026	In progress
	Sustainable supply chain management	Vendor (products and services) rating implementation: among other ESG criteria, consider good practices on energy consumption and recovery and the implementation of an environmental management system	2025	In progress

Several concrete steps have already been undertaken across the Group and its subsidiaries. All subsidiaries are subject to key compliance frameworks, including GDPR policies, the 231 Model (for the Italian parent company), and/or the Code of Ethics—being extended from individual subsidiaries to the Group as a whole, and all information of the subsidiaries are included in the Group’s Sustainability Report.

In terms of certifications, FI.MO.TEC. S.p.A., FIMO SAS and Fimo India have already obtained ISO 14001 certification for environmental management systems. Furthermore, FI.MO.TEC. S.p.A. and Fimo India are certified under ISO 9001 for their quality management systems. Finally, FI.MO.TEC. S.p.A. obtained the UNI PdR 125 certification for its gender equality management system for both sites in Italy in December 2025.

Looking ahead, the Group is actively pursuing additional certifications across all subsidiaries, including:

- ISO 45001 (occupational health and safety management);
- PAS 24000 (social management system);
- UNI ISO 30415 (diversity, equity, and inclusion).

These certifications are planned to be implemented progressively, with the goal of full completion by the end of 2026.

The Group also intends to extend the compilation of the EcoVadis questionnaire to all the Group's subsidiaries (currently completed only by FI.MO.TEC. S.p.A. (Brugherio site) and Fimo SAS). In particular, the Group has formalized the goal of completing the EcoVadis questionnaire also for the Pomezia site of the Italian parent company by 2025.

Through a combination of leadership training, the establishment of internal ESG working groups, and the structured rollout of certifications, FIMO Group aims to ensure comprehensive coverage of sustainability topics and full integration of ESG principles into its long-term business strategy.

## 2.3 Materiality analysis

In 2024 FIMO Group confirmed the materiality analysis conducted in 2023, aimed at identifying its material topics, which represent the most significant impacts (positive or negative) of an organization on the economy, the environment, and people, including human rights.



The 2023 materiality analysis followed the macro-phases specified below, and their implementation is elaborated on further:

1) Mapping of the Group's Stakeholders
2) Mapping of relevant topics based on benchmarking and analysis on FIMO Group's main industry competitors and peers
3) Mapping of positive and negative impacts on the economy, the environment, and people, including human rights
4) Prioritization of material topics and correlated material impacts on the basis of workshops with Top Management and employees
5) Validation of the list of material topics and impacts

The Group mapped the most relevant individuals and entities who have the potential to influence the organization's operations or whose interests are impacted or could be impacted by the organization's activities.

The key categories of Stakeholders defined by the Group are the following:



The materiality analysis was conducted through a series of workshops that served as valuable moments for discussion, debate, and awareness-raising around ESG topics. All employees in Italy participated in the workshops, which were held at both the Brugherio and Pomezia sites.

Following these sessions, the identified material topics and their related impacts were assessed by both the Group's Top Management and employees. This dual evaluation led to a prioritization of the topics based on their relevance from each stakeholder's perspective.

The table below summarizes the Group's material topics and their associated impacts, as identified through this analysis:

Materiality Analysis Results			
Category	Material Topic	Positive impacts	Negative impacts
ENVIRONMENT	Energy consumption management, GHG emissions and climate change		<ul style="list-style-type: none"> <li>- Worsening of air quality and increasing greenhouse effects</li> <li>- Potential damage resulting from extreme natural events</li> <li>- Contribution to climate change due to direct and indirect GHG emissions and other emissions resulting from the energy consumption of production activities</li> </ul>
	Eco-design and low-impact products	<ul style="list-style-type: none"> <li>- Reduction of the environmental footprint of the product through the integration of eco-design criteria in the product development process and life cycle analysis (LCA)</li> <li>- Reduction in the quantity of impact materials used by replacing them with less impactful ones (for example, using low carbon content concrete)</li> </ul>	
	Waste management and circular economy	<ul style="list-style-type: none"> <li>- Initiatives related to the recovery/ recycling of waste materials that promote circular economy principles</li> </ul>	<ul style="list-style-type: none"> <li>- Environmental impacts linked to the production of hazardous and non-hazardous waste and their inadequate disposal</li> <li>- Inadequate management of the assembly/ production process with the generation of manufacturing waste exceeding requirements</li> </ul>
	Eco-design and R&D	<ul style="list-style-type: none"> <li>- Improved product quality</li> <li>- Lower environmental impact of products thanks to R&amp;D and innovation activities aimed at improving product design and use of materials</li> </ul>	
SOCIAL	Product quality & safety	<ul style="list-style-type: none"> <li>- Greater customer satisfaction and safety</li> </ul>	<ul style="list-style-type: none"> <li>- Potential accidents due to poor product quality</li> </ul>
	Urban design and landscape impacts (product design)	<ul style="list-style-type: none"> <li>- Improvement of urban design (urban design improvement)</li> <li>- Improved product design</li> </ul>	
	Occupational health and safety		<ul style="list-style-type: none"> <li>- Potential increase in accidents at work</li> <li>- Potential increase in occupational diseases</li> <li>- Threat to the safety of workers, especially those potentially exposed to chemicals</li> </ul>
	Human capital development and welfare plan	<ul style="list-style-type: none"> <li>- Development of new skills and consolidation of existing skills</li> <li>- Improved worker performance</li> <li>- Increased level of worker satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>- Increased employee turnover</li> </ul>
	Promotion of diversity and equal opportunities		<ul style="list-style-type: none"> <li>- Negative impacts deriving from potential cases of discrimination</li> </ul>
	Welfare services for the well-being of workers	<ul style="list-style-type: none"> <li>- Promotion of employee well-being through the implementation of well-being activities and dedicated benefits</li> <li>- Greater employee satisfaction and engagement</li> </ul>	

		- Greater attractiveness of talents	
	Human rights		- Violation of human rights within the organization and along the supply chain
	Local communities	- Generation of social values and promotion of socio-economic development in the communities in which the company operates	
GOVERNANCE	Business ethics		- Possible unethical/ illegal behavior by the Board of Directors, Top Management and employees and cases of corruption
	Robust and accountable governance structure	- Creation of a governance structure capable of seizing ESG opportunities and complying with sustainability regulations	
	Data protection and cybersecurity		- Potential threat to personal data - Risks of data loss and cyber attacks
	Economic performance	- Business continuity - Generation and distribution of economic value	
	Supply chain management		- Risk of procurement by suppliers who do not adopt sustainable and responsible practices (e.g., child labor, forced labor, other human rights violations, etc.) and do not respect environmental requirements

The list of material topics with the correlated impacts described in the table above have been validated and approved by the Group “Government body”, which is made of directors and managers from various sites around the world, specifically from FI.MO.TEC. S.p.A., FIMO SAS, and Wanho Manufacturing LLC. This Governance body manages strategic targets at the Group level, and ESG targets are among these.

The following chapters of the Sustainability Report will further demonstrate the commitment and actions that the FIMO Group has taken towards monitoring and implementing its sustainability strategy, specifically regarding the environment, socially, and governance practices, as well as the Group’s products, and its supply chain.

### 3. Governance and business ethics

<b>Main governance certifications and policies:</b>				
<b>Subsidiary</b> (with at least one operating site)	<b>Organizational model ex. D.Lgs. 231/2001, or Anti-corruption policy</b>	<b>Code of Ethics</b>	<b>Whistleblowing system</b>	<b>Compilation of EcoVadis</b>
FI.MO.TEC. S.p.A.	✓	✓	✓	✓
Fimo SAS	✓	✓	✓	✓
Fimo India	×	×	×	×
Wanho Manufacturing LLC	×	✓	×	×

FIMO Group prioritizes the highest standards of corporate governance, ensuring transparency, accountability, and ethical conduct in all operations to foster sustainable growth and build trust with stakeholders. FIMO has focused on strengthening its organizational structures, compliance frameworks, and alignment with international standards.

In particular, during 2024, there has been a sustained effort to publish and extend various policies from single subsidiaries towards Group-wide coverage. This can be seen with the Code of Ethics currently present at three out of five subsidiaries, with the goal of extending it to all subsidiaries throughout 2025.

### 3.1. Business ethics and a robust governance structure

FI.MO.TEC. S.p.A. adopts the Organizational Model ex D.Lgs. 231/2001 to define behaviors that are liable to criminal and administrative sanctions, while also monitoring risk factors associated with crimes and offenses, while the French subsidiary Fimo SAS has its own Anti-corruption policy.

The Code of Ethics is an important tool in which the Group declares its intentions not only to conduct business activities in compliance with the relevant laws, regulations, and statutory provisions, but also acting with ethical integrity, fairness, transparency, honesty, and good faith. Although the Group has already extended its Code of Ethics to three subsidiaries, by the end of 2025 it aims to cover all subsidiaries, while ensuring that the Code aligns with local regulatory and culture requirements.

The main aspects covered by the Group's Code of Ethics are:



The Group is led by a Board of Directors that manages the organization and takes strategic decisions. FI.MO.TEC. S.p.A.'s Board is made up of four members as at 31.12.2024, and all members are male.

In 2024, the Group achieved a variety of milestones both within the areas of ensuring their business model is ethical and responsible, as well as regarding performance monitoring, evaluation, and reporting. One of the crowning achievements of the Group's efforts has been the drafting and publishing of the 2023 Sustainability Report at Group level, which was also subject to external assurance. At the same time, there has also been an overarching effort to improve the ESG monitoring system within the Group, with the aim of achieving better and quicker alignment throughout all subsidiaries, by centralizing data collection, improving accuracy and overall efficiency. In particular, in 2024 an IT platform was adopted to collect and consolidate ESG data for all the Group's subsidiaries, on which a series of ad hoc alignments have been implemented at Group level.

Pursuing further progress around a responsible business model, the Group reviewed its annual Risks and Opportunities context analysis, with the aim of having a more comprehensive outlook on the risks facing the Group and its specific subsidiaries as well as actions to mitigate the identified risks. The analysis considers both business risks (e.g., technological, financial, product risks), and ESG risks linked, for example, to occupational health and safety, employee skills and the supply chain). This is an ongoing process in the face of an evolving external context, and as such is annually reviewed.

Additionally in 2024, the individual MBO of each senior manager for FI.MO.TEC. S.p.A. and Fimo SAS was integrated with at least one objective linked to the implementation of the ESG action plan. This system has incentivized senior management to actively contribute to the Group's ESG goals, further embedding sustainability into the corporate culture.

In line with previous years, the French subsidiary FIMO SAS completed the EcoVadis questionnaire for 2024, obtaining the Bronze Medal, putting it within the top 35% of all rated companies, reflecting the quality of the company's sustainability management system. In addition, the Brugherio site of FI.MO.TEC. S.p.A. also submitted the EcoVadis questionnaire for 2024, obtaining the Bronze Medal as well.

Looking towards the future and with the aim of cementing long-term stability in the business model, FI.MO.TEC. S.p.A. and FIMO SAS have planned to formalize succession plans through their organizational structure for Management Team members for at least 3 of 7 departments. This plan is already underway, with some people appointed as potential successors, and is expected to be completed in 2026.

The effectiveness of FIMO Group's governance policies and measures is partly demonstrated by the fact that, the Group did not register any cases of corruption or non-compliance with environmental or socio-economic laws and regulations in 2023 and 2024.

### 3.2. Data protection and cybersecurity

Data protection and cybersecurity are increasingly important topics for the Fimo Group, as emerged in the materiality analysis conducted in the second half of 2023. There has been significant progress in its governance framework and this importance can be seen through a variety of actions carried out by the Group and its subsidiaries, such as the risk analysis carried out by FI.MO.TEC. S.p.A. which considers the risks of cyber-attacks and subsequent loss of data, as well as provisions for hardware malfunctions.

FI.MO.TEC. S.p.A. is compliant with the GDPR (General Data Protection Regulation), thanks to the collaboration with a specialized consultant, and all IT infrastructure is managed through specialized subcontractors, to ensure proper security throughout all the IT infrastructure. Furthermore, FIMO SAS has adopted a variety of data protection policies compliant with GDPR in 2024, such as:

- Data protection policy;
- Client data confidentiality policy;
- User data confidentiality policy;
- Cookie management policy.

FIMO SAS has also nominated a Data Protection Officer (DPO) and in December 2024, its GDPR compliance process has been certified by a specialized third party in the field of personal data protection.

For Wanho, data protection and cybersecurity are also of the utmost importance. The US subsidiary ensures compliance in both areas through the help of a specialized third-party provider, who additionally rolls out testing for all employees on an annual basis. There is also weekly testing of specific cyber-threat issues, and each employee's completion and compliance is measured, and the results are sent to Wanho for feedback. The subsidiary has a mitigation policy in place for any reporting or notifications of incidents of non-compliance.

These Groupwide steps not only ensure compliance with data protection laws, but also reinforce Fimo's commitment to safeguarding personal data and ensuring privacy across its operations. As such, in line with the previous year, the Group did not receive any complaints concerning breaches of customer privacy, nor did it experience any losses of customer data in 2024.

## 4. Environmental commitment

<b>Main environmental certifications and policies:</b>		
<b>Subsidiary</b> (with at least one operating site)	<b>ISO 14001</b> <b>(Environmental Management System)</b>	<b>Environmental Policy</b>
FI.MO.TEC. S.p.A.*	✓	✓
Fimo SAS	✓	✓
Fimo India	✓	✓
Wanho Manufacturing LLC	×	×

\* Both the Brugherio and Pomezia sites

Environmental sustainability has become a key priority for industries worldwide, driven by increasing regulatory requirements, market expectations, and the need to mitigate climate

change. Companies are expected to implement strategies that reduce their environmental impact, improve resource efficiency, and align with international standards for sustainable development.

In the infrastructure components sector, where production processes and energy consumption play a significant role, adopting structured environmental management systems is essential. Recognizing this necessity, the Group has integrated sustainability into its long-term strategy, with a particular focus on environmental certifications, energy efficiency, and emission reduction.

As part of this commitment, the Group has obtained the ISO 14001 certification also for the environmental management systems at its French sites in January 2025, reinforcing its dedication to continuous improvement in environmental practices. Additionally, by 2026, the Group plans to implement an ISO 14001-certified environmental management system at its US site, Wanho Manufacturing LLC. The transition process has begun in February 2025 and is scheduled for audit and approval in October 2025.

In parallel, Fimo Group is working on establishing a comprehensive Group's Environmental Policy. Currently, environmental policies are in place only at the local level in relation to the achieved ISO 14001 certification. The Group is actively working to complete local documentation while simultaneously developing a unified policy across all locations.

These initiatives demonstrate the Group's structured approach to sustainability, ensuring compliance with environmental regulations while promoting efficiency and responsible resource management.

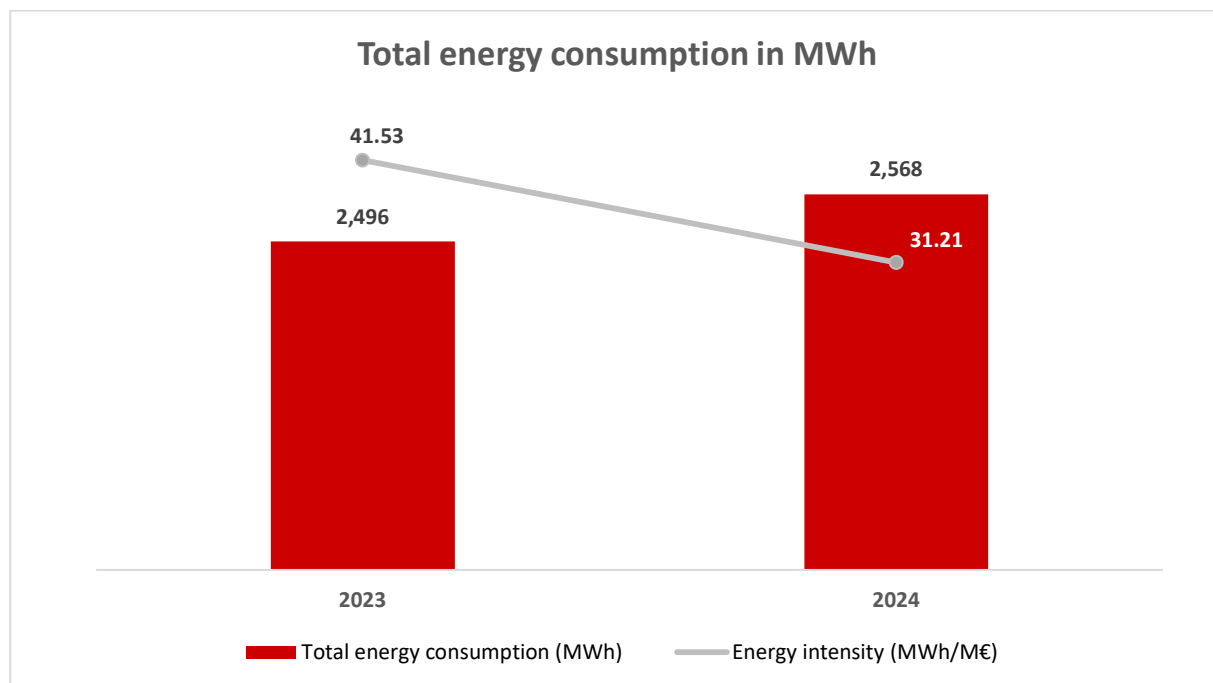
#### 4.1. Energy consumption, GHG emissions, and climate change

The Group has set ambitious goals as part of its commitment to energy efficiency and GHG emissions reduction. A key initiative involves measuring Scope 3 greenhouse gas (GHG) emissions at the Group level and developing a decarbonization plan by 2027.

In recent years, the Group took significant steps forward in its environmental efforts, reinforcing its commitment to energy efficiency. Specifically,

- in July 2022, the Group launched a major project focused on the installation and verification of electrical systems at FI.MO.TEC. S.p.A. in Brugherio site. This project covers three main system categories: electrical systems, including main distribution panels, specific panels for offices, production areas, warehouses, elevators, and special installations such as electric vehicle charging stations; power distribution and lighting systems, which encompass the main power network, outgoing lines, and lighting for offices, warehouses, and production areas; and finally, safety and communication systems, incorporating video surveillance, intercoms, structured cabling, and fire detection systems;
- In 2024, the Italian parent company implemented an automated system to regulate heating and cooling devices at the Brugherio site, ensuring they switch on and off outside of working hours. This measure directly contributed to Fimo's energy-saving objectives and supported the Group's broader goal of minimizing its environmental footprint;
- Another key environmental milestone in 2024 was the full installation of LED lighting across the Brugherio site. This upgrade not only improved lighting quality but also demonstrated

the Group's dedication to implementing energy-efficient solutions throughout its operations.



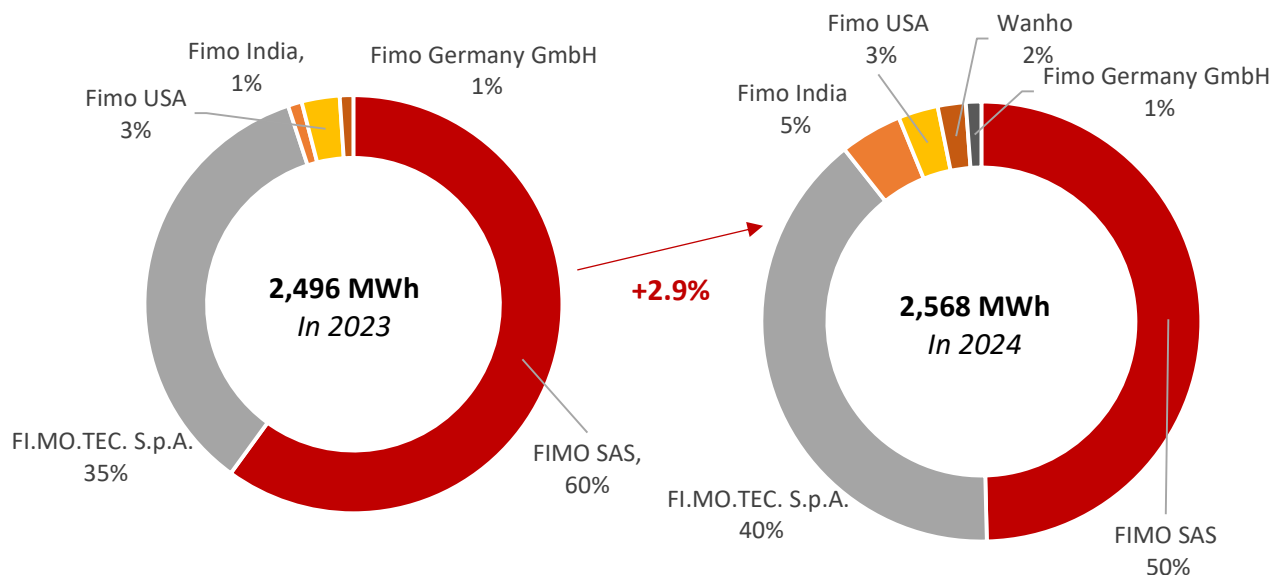
In 2024, FIMO Group recorded an increase of 2.9% in energy consumption compared to the previous year, mainly due to the incorporation of Wanho within the reporting perimeter (i.e., the US subsidiary acquired in November 2023 which recorded 52.79MWh of energy consumption in 2024). When maintaining the same perimeter compared to the previous reporting period – on a like-for-like basis and excluding Wanho's data in 2024 – the Group would have recorded a smaller increase in energy consumption, equal to 0.7%.

The Group's energy intensity<sup>4</sup> decreased by 25% in 2024, from 41.53 MWh/M€ in 2023 to 31.21 MWh/M€ in 2024. This decrease was due to the implementation of energy saving initiatives, as previously mentioned, coupled with a lower energy intensity ratio recorded at Wanho in 2024 (equal to 2.11 MWh/M€).

<sup>4</sup> Energy intensity is calculated as the ratio of total energy consumption (in MWh) divided by total turnover (in millions of Euros).



### Breakdown of energy consumption by subsidiary



Of the total energy consumption in 2024<sup>5</sup>, the majority of it was still made up by Fimo SAS and FI.MO.TEC. S.p.A., with 50% and 40%, respectively, slightly lower than their 95% total share in 2023.<sup>6</sup>

The most used energy source was diesel and gasoline for vehicles, followed by natural gas and then electricity. Specifically, 46% of all energy consumed in 2024 came from diesel and gasoline for vehicles, 28% from natural gas, 25% from the use of electricity, and 1% from fuel consumption from other fossil sources (i.e., propane). Therefore, as can be understood from the energy consumption breakdown per source, nearly half of all consumption is for vehicles, while the Group's production process is not very energy-intensive, considering that it mainly consists of assembly activities.

With regards to GHG emissions, they are categorized as follows:

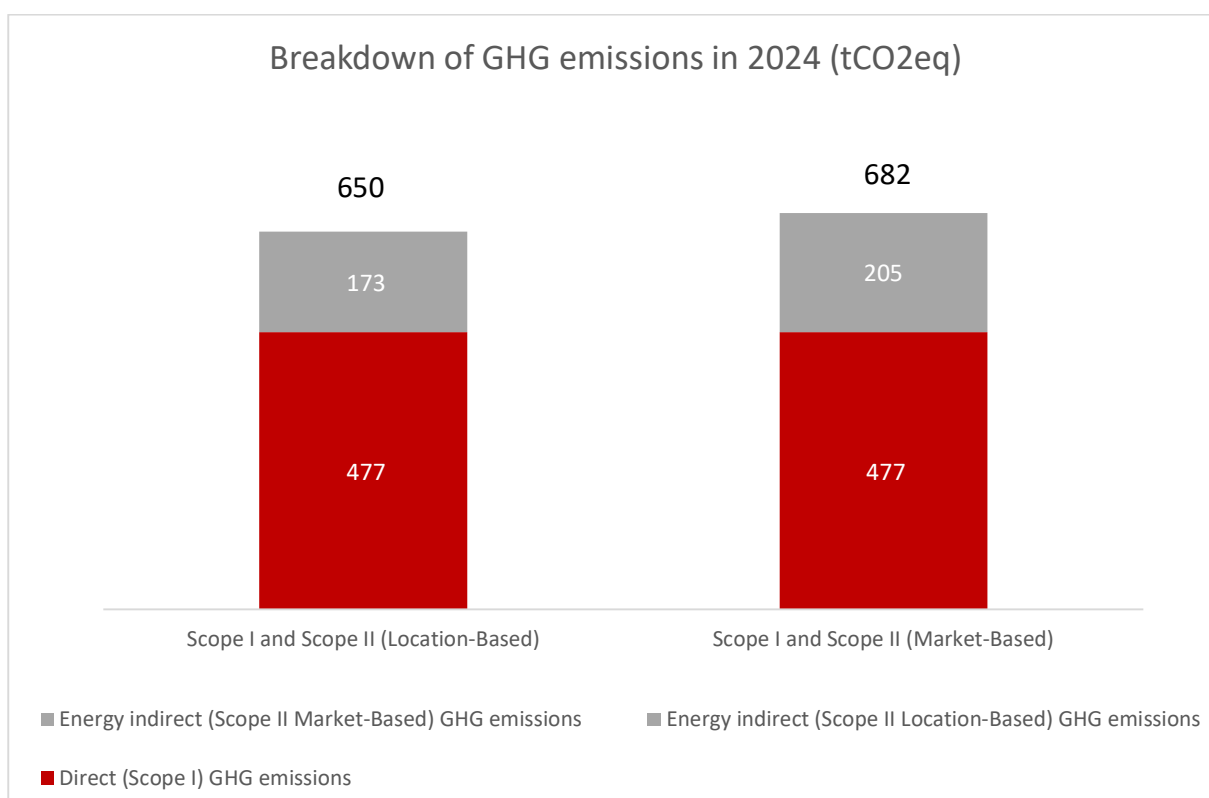
- **Direct (Scope 1) GHG emissions<sup>7</sup>**, which originate from sources (such as physical units or processes) owned or controlled by the organization. These emissions include, but are not limited to, CO<sub>2</sub> emissions from fuel consumption.

<sup>5</sup> Regarding energy consumption in 2024, the US subsidiary Wanho was unable to report electricity and natural gas consumption as they are included in the monthly rent paid to the building owner, while the German commercial subsidiary has no electricity or natural gas consumption since it has two employees working remotely.

<sup>6</sup> The subsidiary Fimo USA was closed on 31 December 2024 and the business activities were moved to Wanho's site.

<sup>7</sup> The UK Government GHG Conversion Factors for Company Reporting – DEFRA 2024 were used to calculate Scope 1 GHG emissions.

- **Indirect (Scope 2) GHG emissions<sup>8</sup>**, which result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization. They are reported using two different approaches according to GHG Protocol:
  - *Location-based emissions*, which reflect the average GHG emissions intensity of the grids where energy consumption occurs, using grid-average emission factor data.
  - *Market-based emissions*, which reflect the emissions from electricity that an organization has actively chosen (or its lack of choice), are derived from contractual instruments related to the sale and purchase of energy bundled with generation attributes or unbundled attribute claims.



In 2024, Fimo Group emitted a total of 477 tCO<sub>2</sub>eq direct total Scope 1 GHG emissions, mainly deriving from the consumption of diesel and petrol for vehicles, and 173 tCO<sub>2</sub>eq energy indirect

<sup>8</sup> The following emission factors have been used to calculate Scope 2 GHG emissions in 2024:

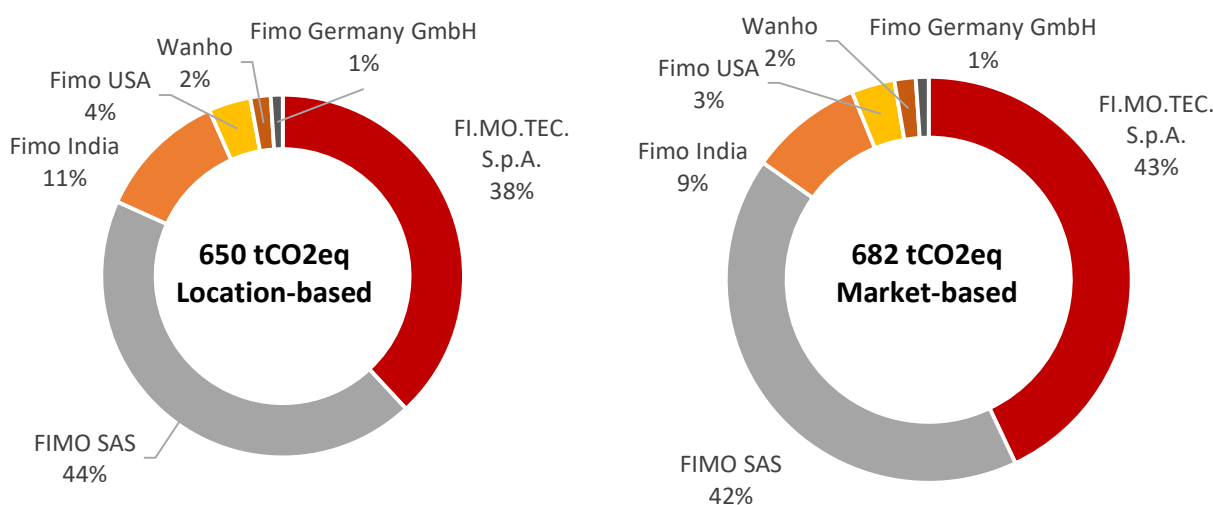
- For Scope 2 location-based emissions, the “AIB 2024 - Supplier Mix” emission factors were used for subsidiaries operating in Italy and Germany; the “ADEME Electricité 2022” emission factors were used for the subsidiary in France; the “EPA eGrid 2023” emissions factors were used for the US subsidiaries; the emission factors taken from the “Climate Transparency 2022 Report” were used for Fimo India;
- For Scope 2 market-based emissions, the “AIB 2024 - Residual Mix” emission factors were used for subsidiaries operating in Italy, France, and Germany; the “EPA eGrid 2023” emissions factors were used for the US subsidiaries; the emission factors taken from the “Climate Transparency 2022 Report” were used for Fimo India.

Every year the factors are revised following the annual update released by the various organizations.

Scope 2 GHG emissions according to the location-based method (and 205 tCO<sub>2</sub>eq according to the market-based method)<sup>9</sup>.

GHG emissions intensity in 2024 follow the same vein as overall GHG emissions. Specifically, the GHG emissions intensity, calculated by comparing Scope 1 and Scope 2 (location-based) GHG emissions to net revenue, resulted in 7.90 tCO<sub>2</sub>eq/M€, whereas using the market-based method, it was 8.29 tCO<sub>2</sub>eq/M€ in 2024.

**Breakdown of total GHG emissions per subsidiary in 2024 (tCO<sub>2</sub>eq)**



When looking at the breakdown of GHG emissions by subsidiary within the Group, the majority of GHG emissions originate from FIMO SAS and FI.MO.TEC. S.p.A., for both the location-based and market-based methods. FIMO SAS makes up 44% and 42% of total GHG emissions using the location-based and market-based, respectively, while FI.MO.TEC. S.p.A. accounts for 38% and 43%, respectively. Fimo India makes up the bulk of the remaining GHG emissions in both cases.

#### 4.2. Eco-design, waste management and circular economy

The Group has actively pursued circular economy principles and sustainable product lifecycle management, demonstrating a strong commitment to reducing environmental impact through innovation and responsible resource use.

The Group aims to design and develop new products with lower environmental impacts, through material selection and structural efficiency. For example, recycled plastic and reduced amounts of

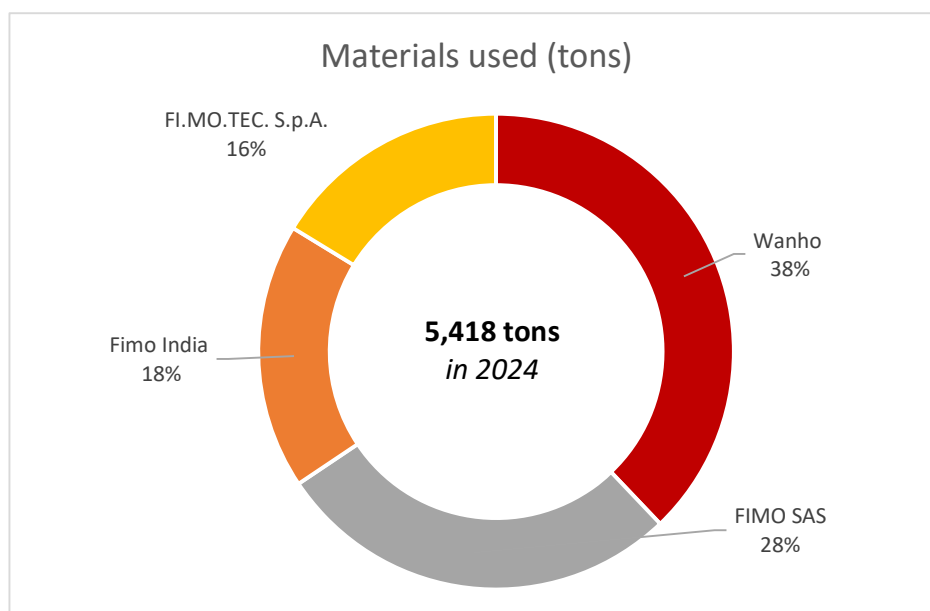
<sup>9</sup> Since in 2024 a digital platform was used for ESG data collection, allowing for the automatic calculation of Scope 1 and Scope 2 emissions based on the emission factors mentioned above (which are not fully comparable with those used for the calculation of emissions in 2023), it is no longer possible to have an accurate comparison between Scope 1 and Scope 2 GHG emissions in 2024 and those calculated in 2023. For this reason, GHG emissions for 2023 are not reported.

stainless steel and steel have been incorporated into new product designs, particularly for rooftop applications.

During 2024, the French subsidiary Fimo SAS used the following levers to develop new products with a lower environmental impact:

1. reduction as much as possible of the weight of any material used to produce the company's products, according to the assumption that less weight = less material = less CO2 produced. The systematic reduction of weight takes place through the reduction of the thickness of the material used, but has as its limit the resistance of the material (which is always respected according to a mathematical formula), for this reason the company aims to get as close as possible to the maximum allowed mechanical resistance;
2. material choices were guided by life cycle assessment (LCA) analysis to ensure lower carbon footprints. Specifically, the French subsidiary invested in SimaPro software to perform its LCA analyses, i.e., an advanced software for assessing the environmental impacts of products throughout their entire life cycle;
3. the use of recycled materials was emphasized, with elastomer being 100% recycled and recyclable and steel containing at least 30% recycled content. Specifically, the elastomer, a material used by the French subsidiaries for over 20 years, is made from 100% recycled tires. In addition, from January 1, 2025, Fimo SAS has replaced the concrete/plastic ballast of the railings with recycled PVC ballasts.

By integrating circular economy principles and sustainable lifecycle management into its operations, the Group continues to enhance environmental stewardship while maintaining high-performance standards in product development.

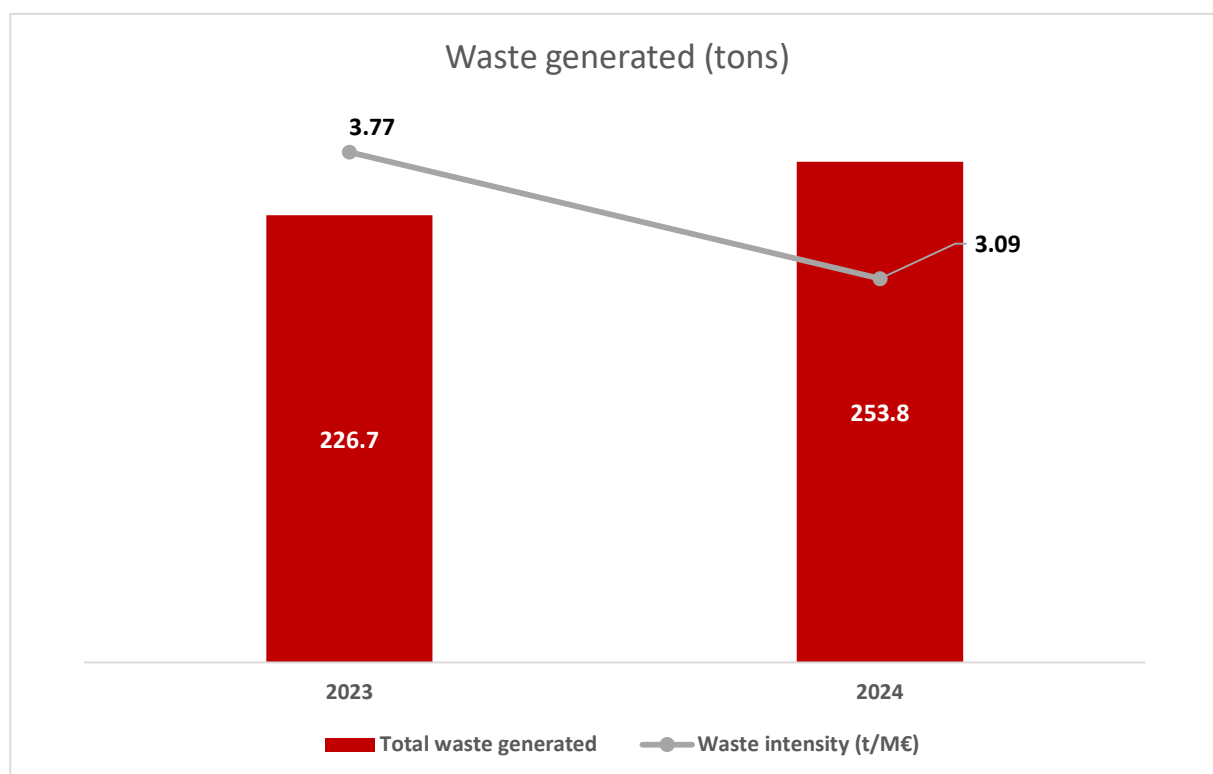


In 2024, the Group used 5,418 tons of materials<sup>10</sup>. Wanho accounted for 38% of all materials used, followed by Fimo SAS with 28%, Fimo India with 18% and FI.MO.TEC. S.p.A. with 16%.

The absolute amount of reused or recycled input materials used was 856 tons in 2024 (representing 15.8% of the total materials used), with the majority of it coming from FIMO SAS (i.e., 577.4 tons representing 67% of the reused or recycled input materials used), followed by Wanho (i.e., 204 tons representing 24% of the reused or recycled input materials used), and FI.MO.TEC. S.p.A.

Additionally, the materials intensity ratio (calculated by comparing the weight of materials used to Group revenues) was equal to 65.87 t/M€ in 2024, with Wanho recording the highest material intensity ratio (equal to 81.92 t/M€ in 2024).

As for the types of material used, steel is very prominent within the production process, followed by plastic, concrete and elastomer. Other materials used are for smaller parts and components and make up a much smaller amount of the production process or are used for packaging (e.g., cardboard).

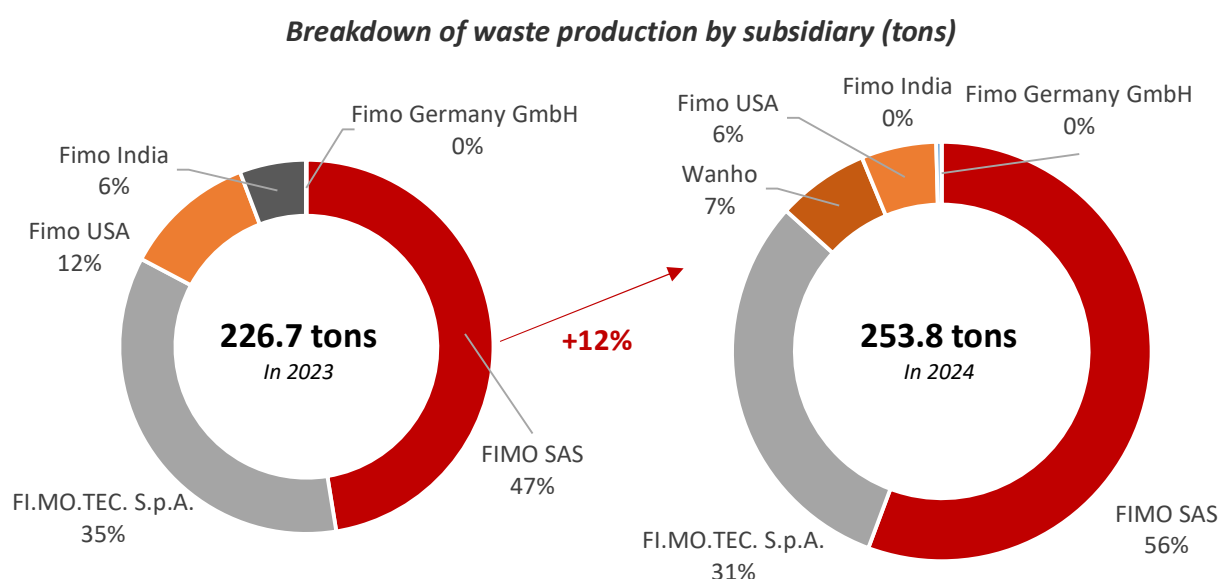


Waste management is another relevant topic for the Group, and as a result it pays very close attention to waste originating from the production processes. With the increase in input materials

<sup>10</sup> The weight of the materials used includes data from the Group's production subsidiaries in Italy, France, the United States, and India.

used (+103%), waste generated subsequently increased as well, going from 226.7 tons in 2023<sup>11</sup>, to 253.8 tons in 2024, an increase of 12% between the two years. On a like-for-like basis, excluding Wanho's data in 2024, the Group would have recorded a smaller increase in the amount of weight generated, equal to 4%.

Looking at waste intensity, calculated by comparing total waste generated to net revenues, it decreased by 18% from 3.77 t/M€ in 2023 to 3.08 t/M€ in 2024, due to an increase in waste (+12%) less than proportional to the increase in net revenues (+37%).



Looking at the breakdown of waste production by subsidiary, FIMO SAS generated 56% of all waste at the Group level in 2024 (up from 47% in 2023), followed by 31% from FI.MO.TEC. S.p.A (down from 35% in 2023), 7% from Wanho (not included in 2023 data since it was acquired in November 2023), 6% from Fimo USA (down from 12% in 2023) and 0.4% from Fimo India (down from 6% in 2023). The 12% increase in waste generated at the Group level is essentially entirely explained by the increase recorded at Fimo SAS that grew its waste generated from 107.5 tons in 2023 to 141.3 tons in 2024.

## 5. Responsibility of our products

As stated in its integrated policy, FIMO is committed to promoting a business culture that integrates quality, environmental protection, occupational health and safety, social responsibility, and gender equality. The Group is committed to operating ethically and sustainably, ensuring high quality standards in every production process. This integrated policy reflects the organization's

<sup>11</sup> Following a process of improvement of the reporting system, the data relating to waste generated at Fimo SAS have been restated for 2023. For the previously published data, please refer to the 2023 Sustainability Report, available on the Fimo Group website <https://www.fimoworld.com/esg-report>.

commitment to conduct its business responsible, geared toward customer satisfaction, environmental protection, employees' safety and well-being, and the promotion of an inclusive and respectful work environment. The Group's mission is to provide high quality products and services in compliance with regulations and community and stakeholder expectations, thereby contributing to sustainable and responsible development.

### 5.1. Product quality, safety, and innovation

<b>Main product quality certifications and policies:</b>		
<b>Subsidiary</b> (with at least one operating site)	<b>ISO 9001</b> (Quality Management System)	<b>Quality Policy</b>
FI.MO.TEC. S.p.A.*	✓	✓
Fimo SAS	×	×
Fimo India	✓	✓
Wanho Manufacturing LLC	×	×

\* Both the Brugherio and Pomezia sites

The commitment to ensuring product quality throughout the Group can be seen firsthand through the presence of quality certifications, with FI.MO.TEC. S.p.A. and FIMO India holding the ISO 9001 certification for their quality management systems, with plans for FIMO SAS and Wanho's US site to achieve it by 2025 and 2026, respectively.

Through its quality management system, FI.MO.TEC. S.p.A. monitors and analyses client satisfaction with regards to the quality of products provided and the relative services according to a specific "*Customer Satisfaction Assessment*" procedure. Through a qualitative and quantitative data collection system, the company can ensure a complete coverage of the quality of its products and services. Similarly, FIMO SAS also has a system in place to manage any non-conformities reported by customers and is changing its ERP to track all reported issues. Moreover, Wanho has equipped itself with a Business Continuity Plan to ensure that even in the case of an emergency, the customers' supply of product is protected.

Throughout 2023 and 2024, the Group did not record any incidents of non-compliance with regulations, and/ or voluntary codes concerning the health and safety impacts of products and services.

### 5.2. Product design and landscape impacts

In line with its sustainability vision, the FIMO Group has made considerable progress in the design and development of new products that minimize environmental impacts. The use of recycled plastic, the reduction of stainless steel in product designs, and the decrease of steel in rooftop components were key actions that have been integrated into FIMO's product development cycle during 2024. These initiatives are part of a recurring process of continuous improvement aimed at enhancing the overall sustainability of FIMO's product offerings.

FIMO Group is committed to developing new solutions and products that align with three key guiding principles:

1. **Minimization of material usage:** The Group strives to minimize material usage, recognizing the importance of resource conservation and waste reduction. By employing innovative design and manufacturing techniques, the Group aims to optimize efficiency and reduce the overall environmental footprint of its products.
2. **Minimization of the environmental impact throughout the entire product lifecycle:** From sourcing raw materials to manufacturing, distribution, and disposal, the Group actively seek sustainable practices. This includes implementing energy-efficient processes, reducing emissions, and promoting recycling and responsible waste management.
3. **Encourage more sustainable consumption patterns among customers:** The Group believes in creating durable and long-lasting goods that are versatile, upgradable, and repairable. By promoting product longevity and providing access to repair services and spare parts, FIMO empowers its customers to make conscious choices and extend the lifespan of their purchases.

In order to improve urban design and reduce landscape impacts, FIMO Group offers a variety of solutions, such as highly realistic tree pylons and fake chimneys, to ensure that FIMO installations are fully integrated into the environment. Highly realistic tree pylons include Pine, Cypress, Palm, and Sequoia trees, as well as the Green Line products, i.e., pre-assembled or ready-to-install shrubs and hedges, to ensure an ultra-realistic finish and for more natural-looking surroundings.



## 6. Sustainable supply chain management

FIMO Group recognizes that efficient and responsible supply chain management is essential to ensuring business continuity and fostering sustainable growth. For this reason, the Group invests in strategic partnerships with its key suppliers and adopts practices that promote transparency, social responsibility, and environmental stewardship.

To demonstrate its commitment to securing a sustainable supply chain, FI.MO.TEC. S.p.A. at the Brugherio site and FIMO SAS have implemented a vendor rating system in 2024, for both products and services, which provides a clear and transparent methodology for assessing and classifying suppliers, promoting continuous improvements, and strengthening supplier relationships. Through monthly evaluation and feedback, a customized evaluation dashboard and supplier visits, the process focuses on the following evaluation criteria:

- **Process:** general services, deliveries, order management;
- **Punctuality:** punctuality analysis and communication on achieved levels;
- **Price:** price trend analysis and fluctuation;
- **Product:** product quality and security assessment;
- **Environmental Protection:** protection of the environment with particular attention to certifications.

Additionally, FIMO SAS' vendor rating has an extra criterion, which considers the safety levers put into effect by the supplier.

Both ratings provide a quantitative approach to ranking suppliers, where the total score for each supplier is calculated by multiplying the score obtained in each category by the respective importance coefficient, with the goal of distributing them into various supplier classes, ranging from A (Reliable) to E (Excluded). The result is then communicated to each supplier, providing specific feedback on strengths and areas for improvement and the classification is used to identify suppliers with whom to intensify collaboration and those requiring improvement plans or replacement.

In line with the previous year, new suppliers for FI.MO.TEC. S.p.A. are screened based on the following environmental, social, and governance criteria:

- Environmental criteria:
  - use of sustainable materials in the production process;
  - Presence of the ISO 14001 certification for environmental management systems;
  - Presence of a waste management policy or procedure;
- Social and governance criteria:
  - Presence of a Code of Ethics, with a specific focus on the respect for human rights, as well as a Risk Evaluation Document;
  - Presence of the ISO 9001 certification for quality management systems;
  - Presence of the ISO 45001 certification for occupational health and safety management systems;
  - Presence of the PAS 24000 certification for social management systems.

On the other hand, FIMO SAS requires each supplier to complete a QHSE questionnaire, through which it assigns a rating to each of them, which can then be verified with an on-site visit.

Finally, the Group confirms that there are no operations or suppliers that are at significant risk for incidents of child labor. In any case, to better manage the issue of respecting human rights also along the supply chain, FI.MO.TEC. S.p.A. obtained UNI PdR 125 certification for its gender equality management system at both Italian sites in December 2024, Wanho has a human rights policy, and the Group aims to obtain the PAS 24000 certification for the social management system at all Group subsidiaries between 2025 and 2026.

## 7. Responsibility towards people

<b>Main social certifications and policies:</b>		
<b>Subsidiary</b> (with at least one operating site)	<b>UNI/PdR 125</b> (Gender equality management system)	<b>Human Rights policy</b>
FI.MO.TEC. S.p.A.*	✓	×
Fimo SAS	×	×
Fimo India	×	×
Wanho Manufacturing LLC	×	✓

\* Both the Brugherio and Pomezia sites

The Group is committed to protecting workers' rights, preventing any form of discrimination, and fostering an inclusive work environment. Through structured procedures, FIMO ensures fair and respectful treatment across all its locations. The Group also invests in the development of its people by offering the tools and opportunities needed to strengthen both professional competencies and technical skills, through mandatory and vocational training programs designed to support individual growth.

In December 2024, the parent company achieved a significant milestone by obtaining the UNI/PdR 125 certification on diversity and inclusion, demonstrating its strong commitment to fostering an equitable workplace that respects human and labor rights. This achievement reflects the Group's broader dedication to creating an inclusive environment, promoting equal opportunities, and actively combating all forms of discrimination.

### 7.1. Promotion of diversity and equal opportunities

Since 2023, FIMO took significant steps toward enhancing workplace satisfaction and cohesion by launching a Group-wide internal climate survey to be conducted annually. This initiative was designed to better understand the internal work environment and to identify areas of improvement to support a more inclusive and engaging organizational culture. The survey was anonymous and structured around key themes, asking employees to reflect on:

- Motivation, including whether they would recommend FIMO as an employer;

- Alignment with company expectations, such as clarity of objectives, understanding of the organizational structure, and communication of the Group's vision by leadership;
- Management and leadership, focusing on relationships with direct supervisors;
- Perceptions of integration and transformation processes within the organization.

Following the achievement of the UNI/PdR 125 certification on diversity and inclusion, as a testament to its ongoing commitment, FIMO conducted a targeted survey focused on Diversity, Equity & Inclusion (DE&I) between October and November 2024, in partnership with the Winning Women Institute. The survey consisted of 17 specific questions and demographic data collection. A total of 44 employees participated, including 61.5% women, 36.5% men, and 2% identifying as other.

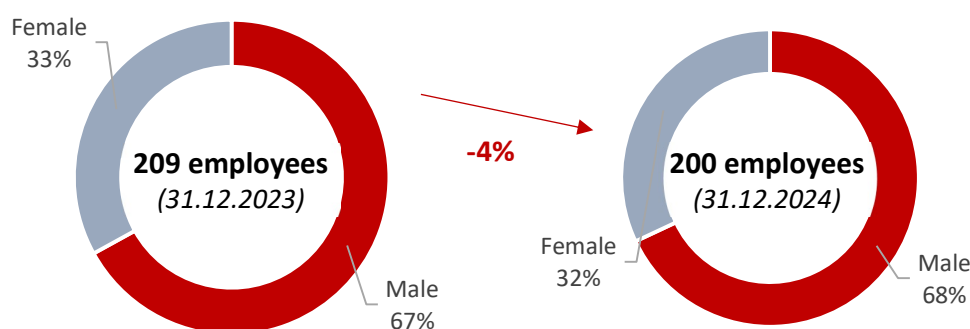
This exercise provided valuable insights into the Group's sensitivity to DE&I issues and helped define actionable recommendations to improve inclusiveness within the organization.

FIMO Group's DE&I journey is supported by a clear roadmap for the future. Building on the results of the climate and DE&I surveys, the Group has committed to implementing internationally recognized standards that reinforce social responsibility and inclusive management practices:

- FIMO aims to adopt a PAS 24000-certified social management system at FI.MO.TEC. S.p.A. by 1H 2025 and extent it to FIMO SAS, FIMO India, and the U.S. site of Wanho Manufacturing LLC by 2026;
- the Group also plans to implement an ISO 30415-certified Human Resource Management system for Diversity and Inclusion at Group level by 2026.

These certifications will help ensure a consistent and measurable approach to social sustainability across the Group.

#### Breakdown of number of employees by gender as of 31.12

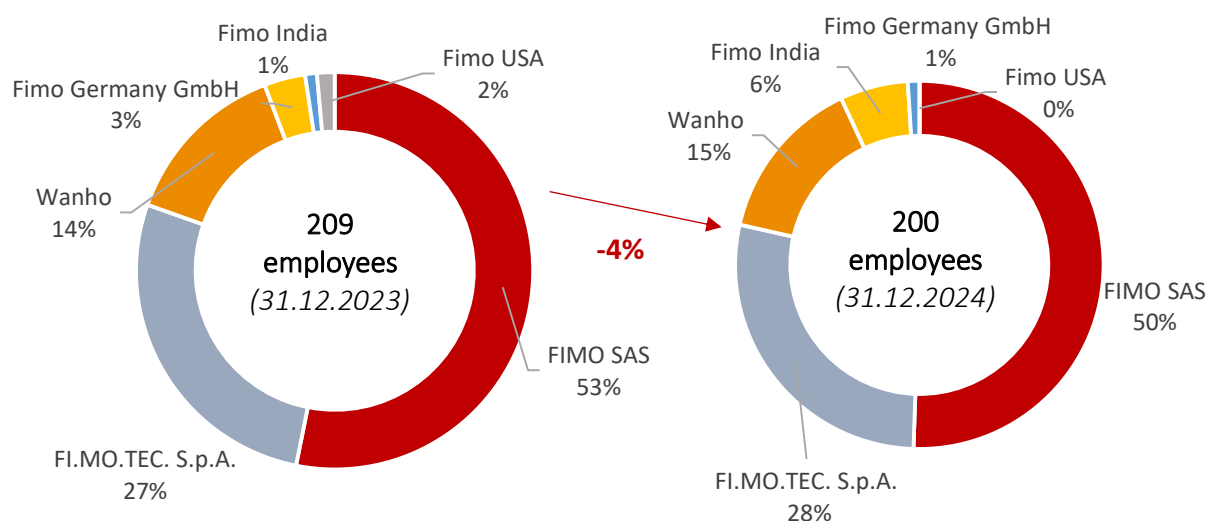


In 2024, the Group recorded a 4% decrease in the number of employees, decreasing from 209 employees at 31.12.2023 to 200 at 31.12.2024. The ratio of men and women within the workforce is in line with the previous year, with men making up roughly two-thirds of all employees as at 31.12.2024 (68%), while women make up the remaining 32% of employees.

When looking solely at the Group's Top Management, of the 8 members, 1 is a woman, accounting for 12.5% overall.

Additionally, at the end of 2024, the Group employed a total of 5 employees with disabilities (1 man and 4 women), 2 working at FI.MO.TEC. S.p.A. and 3 working at FIMO SAS. The overall share of employee with disabilities within the Group's workforce is 2.5% at the end of 2024 (slightly lower than 2.9% at the end of 2023).

### Breakdown of number of employees by subsidiary as of 31.12

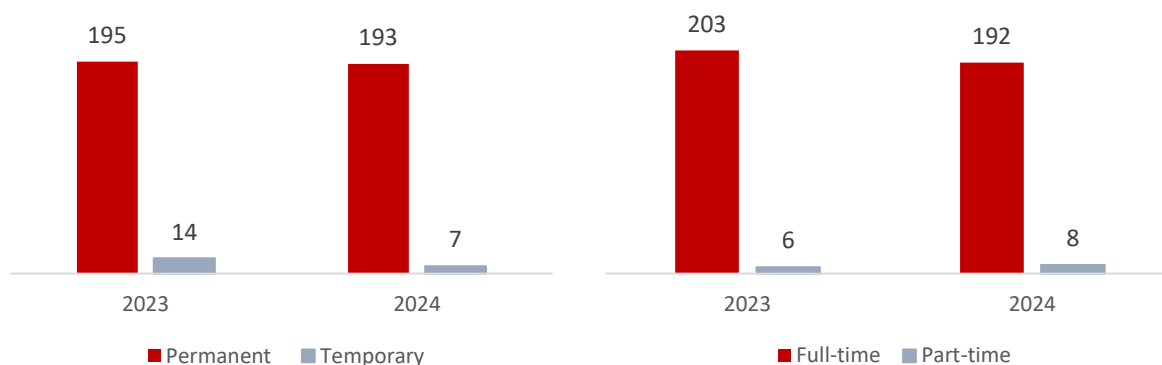


At the end of 2024, 50% of the Group's employees (i.e., 101 people) were employed by the French subsidiary FIMO SAS (down from 53% at the end of 2023), 28% by the Italian parent company FI.MO.TEC. S.p.A. (slightly down from 27% in 2023), 15% by Wanho (slightly up from 14% in 2023), 6% by FIMO India (up from 1% in 2023), 1% by FIMO Germany (down from 3% in 2023) and 0% by FIMO USA<sup>12</sup> (down from 1% in 2023).

The Group also relies on a limited number of non-employee workers, precisely 24 agency workers in 2024, of which 22 were working at FIMO SAS, while the other 2 were engaged by Wanho. These non-employees within the workforce work mainly in the production and logistics functions, for both subsidiaries.

<sup>12</sup> The subsidiary Fimo USA was closed on 31 December 2024 and the business activities were moved to Wanho's site. Therefore, Fimo USA had no employees as of 31.12.2024.

### Total number of employees by employment contract and type as of 31.12



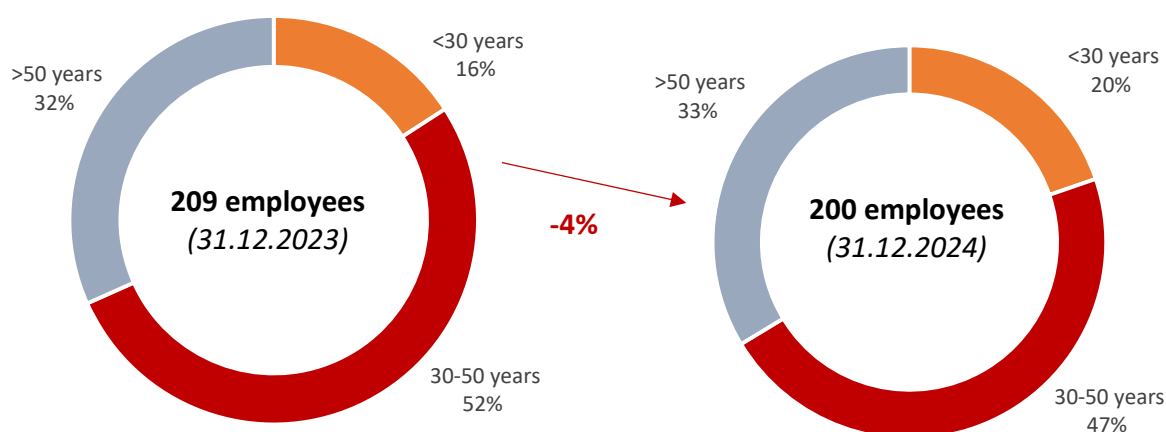
In line with the Group's commitment to creating lasting relationships with workers, FIMO favors using permanent and full-time contracts for almost all employees.

At the end of 2024, 193 employees were on a permanent contract, accounting for 97% of all employees (up from 93% at the end of 2023), while the other 3% on temporary contracts were all employed by the French subsidiary Fimo SAS (2 of which with work-study apprenticeship contracts).

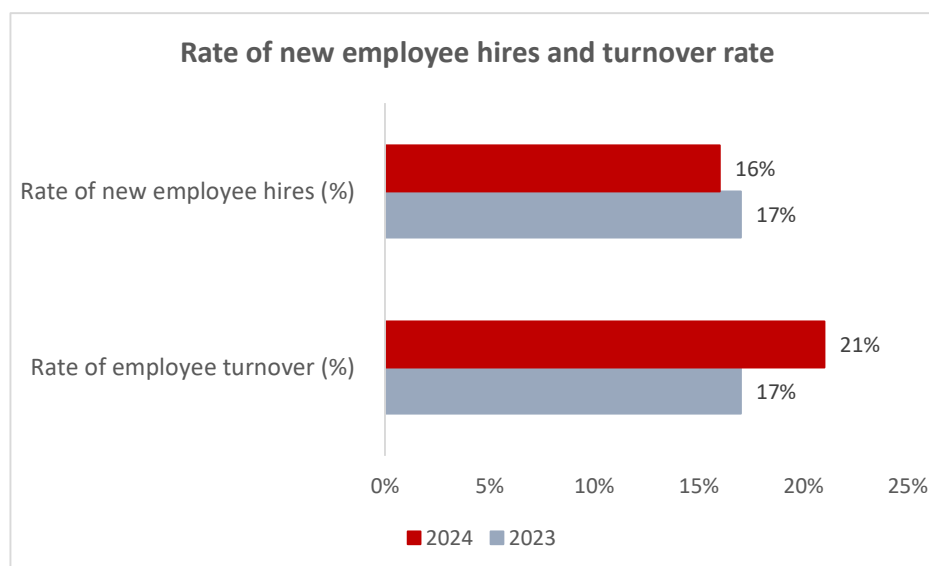
Additionally, 192 employees were on a full-time contract at the end of 2024, representing 96% of all employees (substantially in line with 97% at the end of 2023), while the other 8 employees who were on part-time contracts were employed by FI.MO.TEC. S.p.A., FIMO SAS and Wanho.

There were no employees with non-guaranteed hours at the end of 2024, in line with the previous year.

### Breakdown of employees by age range as of 31.12



At the end of 2024, 47% of employees are between the ages of 30 and 50 (down from 52% at the end of 2023), followed by the over 50 years old making up 33% of the workforce in 2024 (up from 32% at the end of 2023), and finally the under 30 age range with the remaining 20% (up from 16% at the end of 2023).



The Group recorded 32 employees hires in 2024, resulting in a rate of new employee hires equal to 16% in 2024 (a slight decrease compared to 17% in 2023), and 41 employee departures, resulting in a turnover rate equal to 21% (up from 17% in 2023). These rates are mainly influenced by the number of employee hires (16) and departures (22) recorded at the French subsidiary, which employs the majority of workers within the Group, but the terminations were further impacted by the closure of the storage facility for Fimo Germany GmbH, as well the closure of Fimo USA at the end of 2024. The fact that the rate of new employee hires in 2024 was lower than the turnover rate, led to the decrease in employees at Group level as at 31.12.2024 compared to the end of 2023 (-9 employees).

Finally, the Group declares that there were no incidents of severe human rights impacts within the workforce in 2024, while there was a complaint based on discrimination at FIMO SAS<sup>13</sup>.

## 7.2. Human capital development and welfare plan

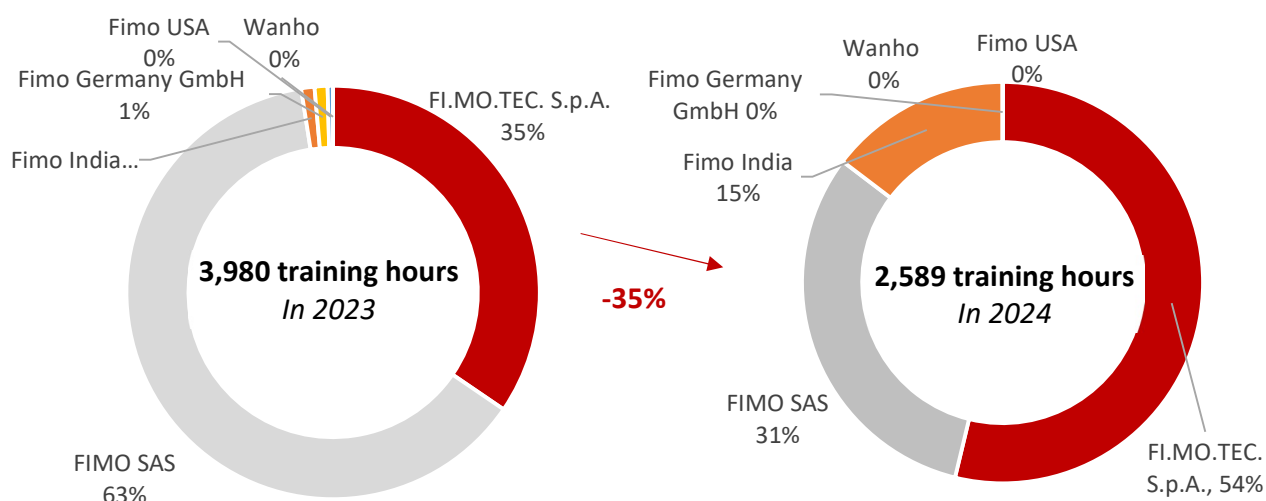
In 2024, one of FIMO's key achievements was the successful completion of its Talent Management process, including Performance Calibration activities in both Italy and France. This initiative enhanced the Group's ability to recognize and develop talent while supporting long-term workforce planning.

<sup>13</sup> The incident of discrimination refers to a case within the production team of Fimo SAS involving an agency worker and an employee, in which the agency worker felt unfairly treated due to their ethnicity. The incident was managed with the involvement of the HR manager in France, the Production Manager and the direct Manager of the individuals involved. The employee was reminded of Fimo SAS's internal regulations, values, and code of conduct. The employee assured that the incident was not based on ethnicity but stemmed from a simple disagreement and assured that similar events will not occur in the future.

The Performance Calibration process involved structured discussions among managers to align performance ratings and identify development priorities. Using tools such as the 9-Box Grid, the Group mapped out performance and potential across teams and identified key leadership indicators. This approach not only ensures fairer and more accurate evaluations but also feeds into structured succession plans, helping to future-proof the organization through proactive talent development.

The Group has also implemented an annual cycle that incorporates a salary review, bonus objectives, bonus results, and welfare. When looking specifically at the salary review cycle, it begins with a proposal where HR sends the documentation, guidelines and salary data of persons to each member of the Leadership Team, that fill in the salary proposals for their people based on pre-defined guidelines and budgets. These are then reviewed and approved, and finally HR communicates the final approval for increases, one-offs, and level changes.

### Breakdown of training hours provided by subsidiary



As for training, a total of 2,589 training hours were provided to employees in 2024, with the majority of training being carried out by FI.MO.TEC. S.p.A., accounting for 54% of the total training hours within the Group, followed by 31% of training hours provided by FIMO SAS, and 15% by Fimo India. On the other hand, although Wanho does train all its employees, it currently does not record training hours provided to each employee, and therefore it did not report data for 2024, while Fimo USA and Fimo Germany GmbH did not provide any training hours in 2024, due to the closure of the US site and the downsizing in Germany.

### 7.3. Occupational health and safety

The protection of health and safety in the workplace is a core value of the Fimo Group's corporate responsibility. In line with principles of sustainability and continuous improvement, the Group has

implemented and reinforced several initiatives aimed at preventing accidents and ensuring a safe environment for all employees.

In 2024, the fire protection system was successfully installed at the production site in Brugherio (Italy), marking a significant step in improving workplace safety infrastructure.

At the same time, the Group continued its structured efforts to monitor and reduce the frequency and severity rate of work-related at the French site in Arnas.

Further demonstrating its commitment to excellence in Health and Safety practices, the Group has outlined a roadmap for the implementation of ISO 45001-certified occupational health and safety management systems across all its production sites. The plan includes obtaining the ISO 45001 certification:

- for all the Italian sites of FI.MO.TEC S.p.A. and French sites of Fimo SAS by 2025; and
- for the US site of Wanho Manufacturing LLC and for the site of Fimo India by 2026.

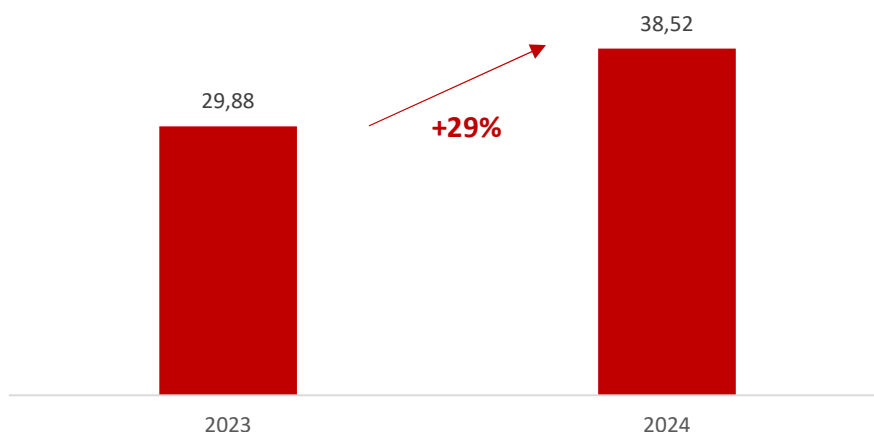
These initiatives reflect a strategic vision focused on continuous improvement and employee well-being, fostering work environments that are increasingly safe, healthy, and sustainable.

As such, 99% of all Group employees were covered by health and safety management systems at the end of 2024, as seen through the presence of health and safety roles to oversee activities such as the preparation and update of the Risk Assessment Document (DVR – “*Documento di Valutazione dei Rischi*”) of FI.MO.TEC S.p.A., carrying out preventive and reactive work-related situations to avoid and rectify and negative impacts, as well as the implementation of site-specific policies on health and safety, and following all relevant local and national regulations. Only the two employees of the commercial subsidiary Fimo Germany who work remotely were not covered by a health and safety management system in 2024.

In 2024, the Group recorded 13 total work-related injuries, 12 of which related to employees and 1 related to a worker who is not an employee, an increase of 18% compared to 11 work-related injuries recorded in 2023 (9 related to employees and 2 related to non-employees). Almost all work-related injuries in 2024 were recorded at the BU FIMO Rooftop (12 out of 13), due in large part to the installation work that the French business unit carries out, which has a higher contusion risk than any other entity within the group. On the other hand, the injury recorded at Wanho refers to a slight cut on the finger.



### Rate of recordable work-related injuries



At the same time, the hours worked by employees and non-employees decreased by 8% in 2024 (337,488 hours compared to 368,140 in 2023). As a result, the Group recorded a rate of recordable work-related injuries<sup>14</sup> equal to 38.52, i.e., a 29% increase compared to the previous year<sup>15</sup>, and 152 days lost due to work-related injuries.

As mentioned above, the Group set a target to monitor and reduce the frequency and severity rate of work-related workplace accident risks at the French site in Arnas. Specifically, although there was an increase in the workplace injury frequency rate, which increased from 33.8% in 2023 to 42.7% in 2024, the overall severity rate of the injuries has been reduced by 10% compared to 2023, resulting in a decrease in days lost due to work-related injuries.

Additionally, in 2024 there were no cases of work-related ill health or fatalities, nor any cases of high-consequence work-related injuries, for both employees as well as workers who are not employees.

<sup>14</sup> The rate of recordable work-related injuries is calculated as required by the ESRS standards, namely: "Number of recordable work-related injuries / Number of hours worked \* 1,000,000".

<sup>15</sup> To ensure data comparability, the 2023 rate of recordable work-related injuries has been recalculated based on the sum of hours worked by employees and external workers, the sum of work-related injuries suffered by employees and external workers and using the calculation multiplier of 1,000,000, as required by the ESRS standards.

## Annexes<sup>16</sup>

ESRS GOV 1: Composition and diversity of the Board of Directors <sup>17</sup>						
	31.12.2023			31.12.2024		
	Male	Female	Total	Male	Female	Total
Number of Board members	4	0	4	4	0	4

ESRS E1-5: Energy consumption and mix			
	U.o.M.	2023	2024
Total energy consumption from fossil sources	MWh	2,496.41	2,567.72
Total energy consumption from nuclear sources;	MWh	0	0
Total energy consumption from renewable sources disaggregated by:	MWh	0	0
- <i>fuel consumption for renewable sources including biomass</i>	MWh	0	0
- <i>consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources</i>	MWh	0	0
- <i>consumption of self-generated non-fuel renewable energy</i>	MWh	0	0
Total energy consumption	MWh	2,496.41	2,567.72

ESRS E1-5: Total energy consumption from fossil sources			
	U.o.M.	2023	2024
Fuel consumption from coal and coal products	MWh	0	0
Fuel consumption from crude oil and petroleum products	MWh	1,191.82	1,171.83
Fuel consumption from natural gas	MWh	674.32	728.32
Fuel consumption from other fossil sources	MWh	0	17.84
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	630.27	649.73
Total energy consumption from fossil sources	MWh	2,496.41	2,567.72

<sup>16</sup> The US subsidiary Wanho was acquired in November 2023, therefore the 2023 ESG data at Group level does not include Wanho's data, except for HR data.

<sup>17</sup> The composition and diversity of the Board of Directors refer exclusively to the Board of the parent company FI.MO.TEC. S.p.A.

ESRS E1-5: Energy intensity associated with activities in high climate impact sectors			
	U.o.M.	2023	2024
Energy consumption	MWh	2,496.41	2,567.72
Net revenues	€ million	60.12	82.26
Energy intensity associated with activities in high climate impact sectors	MWh/€ million	41.53	31.21

ESRS E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions <sup>18</sup>		
	U.o.M.	2024
Gross Scope 1 GHG emissions	tCO <sub>2e</sub>	476.79
Gross location-based Scope 2 GHG emissions	tCO <sub>2e</sub>	172.96
Gross market-based Scope 2 GHG emissions	tCO <sub>2e</sub>	205.37
Gross Scope 3 GHG emissions	tCO <sub>2e</sub>	-
Total GHG emissions (location-based)	tCO <sub>2e</sub>	649.75
Total GHG emissions (market-based)	tCO <sub>2e</sub>	682.16

ESRS E1-6: GHG intensity based on net revenue		
	U.o.M.	2024
Net revenue	€ million	82.26
GHG emissions intensity (with Scope 2 Location-based)	tCO <sub>2e</sub> /€ million	7.90
GHG emissions intensity (with Scope 2 Market-based)	tCO <sub>2e</sub> /€ million	8.29

<sup>18</sup> Since in 2024 a digital platform was used for ESG data collection, allowing for the automatic calculation of Scope 1 and Scope 2 emissions based on the emission factors mentioned above (which are not fully comparable with those used for the calculation of emissions in 2023), it is no longer possible to have an accurate comparison between Scope 1 and Scope 2 GHG emissions in 2024 and those calculated in 2023. For this reason, GHG emissions for 2023 are not reported.

ESRS E5-4: Resource inflows			
	U.o.M.	2023	2024
Total weight of products and technical and biological materials used	Tons	2,674.20	5,418.21
- of which, percentage of biological materials	%	0%	0%
- of which, secondary reused or recycled components, secondary intermediary products and secondary materials used	%	21.79%	15.79%

ESRS E5-5: Resource outflows			
Waste	U.o.M.	2023	2024
Fimo SAS	tons	32.50	141.29
FI.MO.TEC. S.p.A.	tons	80.16	78.70
Wanho	tons	N/A	18.00
Fimo USA	tons	25.92	14.66
Fimo India	tons	13.00	1.10
Fimo Germany GmbH	tons	0.10	0.00
<b>Total amount of waste generated</b>	<b>tons</b>	<b>151.68</b>	<b>253.75</b>

ESRS S1-6: Total number of employees by head count and breakdowns by gender and by country <sup>19</sup>						
	31.12.2023			31.12.2024		
	Male	Female	Total	Male	Female	Total
France	89	22	111	84	17	101
Italy	24	33	57	23	33	56
United States	19	13	32	16	13	29
India	2	0	2	11	1	12
Germany	6	1	7	2	0	2
<b>Total number of employees</b>	<b>140</b>	<b>69</b>	<b>209</b>	<b>136</b>	<b>64</b>	<b>200</b>

ESRS S1-6: Total number of employees by head count by employment contract and breakdown by gender						
	31.12.2023			31.12.2024		
	Male	Female	Total	Male	Female	Total
Permanent employees	128	67	195	131	62	193
Temporary employees	12	2	14	5	2	7
Non-guaranteed hours employees	0	0	0	0	0	0
<b>Total number of employees</b>	<b>140</b>	<b>69</b>	<b>209</b>	<b>136</b>	<b>64</b>	<b>200</b>

ESRS S1-6: Total number of employees by contract type and breakdown by gender						
	31.12.2023			31.12.2024		
	Male	Female	Total	Male	Female	Total
Full-time employees	139	64	203	134	58	192
Part-time employees	1	5	6	2	6	8
<b>Total number of employees</b>	<b>140</b>	<b>69</b>	<b>209</b>	<b>136</b>	<b>64</b>	<b>200</b>

<sup>19</sup> The table shows the breakdown of employees by country, considering all countries and not only those where the Group has 50 or more employees representing at least 10% of its total workforce

ESRS S1-6: Total number of employees who have left the undertaking and rate of employee turnover		
	2023	2024
Number of employees who have left the Group	30	41
Rate of employee turnover	17%	21%

ESRS S1-7: Total number of non-employees in the undertaking's own workforce		
	31.12.2023	31.12.2024
Self-employed people	0	0
People provided by undertakings primarily engaged in employment activities	85	24

ESRS S1-9: Gender distribution in number and percentage at top management level	
	31.12.2024
Members of the Top Management Team	8
Female members of the Top Management Team	1
Gender ratio at the Top Management level	12.5%

ESRS S1-9: Distribution of employees by age group								
	31.12.2023				31.12.2024			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Total number of employees	33	101	66	209	39	94	67	200
Ratio	16%	53%	31%	100%	20%	47%	33%	100%

ESRS S1-12: Percentage of employees with disabilities with a breakdown by gender						
	31.12.2023			31.12.2024		
	Male	Female	Total	Male	Female	Total
Number of employees with disabilities	1	5	6	1	4	5
Percentage of employees with disabilities	0.7%	7.2%	2.9%	0.7%	6.3%	2.5%

ESRS S1-13 Average number of training hours per employee and by gender		
	2023	2024
Male	22.6	13.8
Female	21.0	11.0
<b>Average number of training hours per employee</b>	<b>22.1</b>	<b>12.9</b>

ESRS S1-14: Health and safety metrics			
	U.o.M.	2023	2024
% of workforce covered by health and safety management systems <sup>20</sup>	%	-	99%
Number of fatalities as a result of work-related injuries and work-related ill health	n.	0	0
Number of recordable work-related accidents	n.	11	13
Number of hours worked by workforce	n.	368,140	337,488
Rate of recordable work-related accidents <sup>21</sup>	n.	29.9	38.5
Number of recordable cases of work-related ill health	n.	0	0
Number of days lost due to work-related injuries and fatalities from work-related accidents	n.	- <sup>22</sup>	152
Number of days lost due to work-related illnesses and fatalities from ill health	n.	0	0

ESRS S1-17: Incidents of discrimination			
	U.o.M.	2023	2024
Incidents of discrimination, including harassment	n.	0	1
Complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms)	n.	0	1
Total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above	€	0	0

<sup>20</sup> In the percentage of workforce covered by health and safety management systems, only employees are considered. In 2024, only the two employees of the commercial subsidiary Fimo Germany who work remotely are not covered by a health and safety management system.

<sup>21</sup> The rate of recordable work-related injuries is calculated as required by the ESRS standards, namely: "Number of recordable work-related injuries / Number of hours worked \* 1,000,000".

<sup>22</sup> The number of days lost due to work-related injuries was reported for the first time in 2024 according to ESRS S1-14, and as such was not collected in 2023.

ESRS S1-17: Identified cases of severe human rights incidents			
	U.o.M.	2023	2024
Number of severe human rights incidents connected to the undertaking's workforce	n.	0	0
Number of severe incidents related to human rights connected to the company's workforce that constitute cases of non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises	n.	0	0
Total amount of fines, penalties, and damage compensation for the above incidents	€	0	0

ESRS G1-3: Prevention and detection of corruption and bribery <sup>23</sup>	
	31.12.2024
Number of functions at risk of corruption and bribery	16
Percentage of functions at risk trained on corruption and bribery	0%
Members on the Board of Directors for all Group's subsidiaries	13
Percentage of Board members trained on corruption and bribery	0%

ESRS G1-4: Incidents of corruption or bribery		
	2023	2024
Total number and nature of confirmed incidents of corruption or bribery	0	0
Number of confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	0	0
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	0
Public legal cases regarding corruption or bribery brought against the undertaking and its own workers during the reporting period	0	0

<sup>23</sup> No specific training on corruption or bribery topics was provided in 2024, but training is scheduled to be carried out for functions at risk at Fimo SAS throughout 2025. In addition, the Board members are aware of the Group anti-corruption safeguards already in place.



GRI 408-1: Operations and suppliers at significant risk for incidents of child labor		
	2023	2024
Operations and suppliers considered to have significant risks for incidents of:		
- child labor;	0	0
- young workers exposed to hazardous work.	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services		
	2023	2024
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0
Incidents of non-compliance with voluntary codes	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

GRI 418-1: Substantiated complained concerning breaches of customer privacy and losses of customer data		
	2023	2024
Total number of substantiated complains received concerning breaches of customer privacy	0	0
- of which, complaints received from outside parties and substantiated by the organization	0	0
- of which, complaints from regulatory bodies	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

## List of KPIs inspired by the European Sustainability Reporting Standards (ESRS)

KPIs	Disclosure Requirement and related datapoint	Page
<b>Energy consumption management, GHG emissions and climate change</b>		
ESRS E1 Climate Change	E1-5 – Energy consumption and mix (Paragraphs 37, 38, 40)	23-25; 42-43
	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions (Paragraphs 44.a-b, 53)	25-27; 43
<b>Eco-Design and R&amp;D</b>		
ESRS E5 Resource use and circular economy	E5-4 – Resource inflows (Paragraph 31.a-c)	27-28; 44
<b>Waste management and circular economy</b>		
ESRS E5 Resource use and circular economy	E5-5 – Resource outflows (Paragraph 37.a)	29-30; 44
<b>Human capital development and welfare plan</b>		
ESRS S1 Own Workforce	S1-6 – Characteristics of the undertaking's employees (Paragraph 50.c)	38; 45-46
	S1-13 – Training and skills development metrics (Paragraph 83.b)	38-39; 47
<b>Promotion of diversity and equal opportunities</b>		
ESRS 2 General disclosures	GOV-1 – The role of the administrative, management and supervisory bodies (Paragraph 21.d)	36; 42
ESRS S1 Own Workforce	S1-6 – Characteristics of the undertaking's employees (Paragraphs 50.a-b, d-e, 51, 52)	35-38; 45-46
	S1-7 – Characteristics of non-employees in the undertaking's own workforce (Paragraphs 55-56)	36; 46
	S1-9 – Diversity metrics (Paragraph 66.a-b)	36-38; 46
	S1-12 – Persons with disabilities (Paragraph 79)	36; 46
	S1-17 – Incidents, complaints, and severe human rights impacts (Paragraph 103.a)	38; 47-48
<b>Occupational health and safety</b>		
ESRS S1 Own Workforce	S1-14 – Health and safety metrics (Paragraph 88.b-d)	40-41; 47
<b>Business ethics</b>		
ESRS G1 Business Conduct	G1-3 – Prevention and detection of corruption and bribery (Paragraph 21.b-c)	20; 48
	G1-4 – Incidents of corruption or bribery (Paragraph 24)	21; 48
<b>Supply Chain Management</b>		
ESRS G1 Business Conduct	G1-2 – Management of relationships with suppliers (Paragraph 15.b)	33-34

## GRI Content Index

<b>Statement of use</b>	FIMO Group has reported with reference to the GRI Standards for the period from 1 January 2024 to 31 December 2024		
<b>GRI 1 use</b>	GRI 1: Foundation 2021		
<b>GRI Standard</b>	<b>Disclosure</b>	<b>Page</b>	<b>Notes</b>
<b>GRI 2: GENERAL DISCLOSURES</b>			
<b>The organization and its reporting practice</b>			
GRI 2-1	Organizational Details	5-9	
GRI 2-2	Entities included in the organization's sustainability reporting	4	
GRI 2-3	Reporting period, frequency and contact point	4	
GRI 2-4	Restatements of information	4; 30	Following a process of improvement of the reporting system, the data relating to waste generated at Fimo SAS have been restated for 2023.
<b>Activities and workers</b>			
GRI 2-6	Activities, value chain and other business relationships	5-6; 33-34	
<b>Governance</b>			
GRI 2-9	Governance structure	19-21	
<b>Strategy, policies, and practices</b>			
GRI 2-22	Statement on sustainable development strategy	3	
GRI 2-26	Mechanisms for seeking advice and raising concerns	19	
GRI 2-27	Compliance with laws and regulations	21	The Group has not registered any cases of non-compliance with laws and regulations.
<b>Stakeholder engagement</b>			
GRI 2-29	Approach to stakeholder engagement	17-19	
<b>GRI 3: MATERIAL TOPICS</b>			
<b>Disclosures on material topics (2021)</b>			
GRI 3-1	Process to determine material topics	16-19	
GRI 3-2	List of material topics	18-19	
<b>Eco-design and R&amp;D</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 27-30	
<b>Energy consumption management, GHG emissions and climate change</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 23-27	
<b>Waste management and circular economy</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 27-30	
<b>Human capital development and welfare plan</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 38-39	
<b>Promotion of diversity and equal opportunities</b>			

<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 34-38	
<b>Human rights</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 34	
<b>GRI 408: Child Labor (2016)</b>			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	34; 49	The Group has no operations and suppliers at significant risk for incidents of child labor.
<b>Occupational health and safety</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 39-41	
<b>Product quality and safety</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 31-32	
<b>GRI 416: Customer Health and Safety (2016)</b>			
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	31; 49	The Group has not registered any incidents of non-compliance concerning the health and safety impacts of products and services.
<b>Urban design and landscape impacts (product design)</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 31-32	
<b>Business ethics</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 20-21	
<b>Robust and accountable governance structure</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 20-21	
<b>GRI 2: General disclosure- (2021)</b>			
GRI 2-14	Role of the highest governance body in sustainability reporting	20	
<b>Data protection and cyber security</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 21-22	
<b>GRI 418: Customer Privacy (2016)</b>			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	22; 49	The Group has no substantiated complaints concerning breaches of customer privacy and losses of customer data.
<b>Economic performance</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 9-10	
<b>GRI 201: Economic performance (2016)</b>			
GRI 201-1	Direct economic value generated and distributed	9-10	
<b>Supply chain management</b>			
<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	17-19; 33-34	

