

2025 GROUP SUSTAINABILITY REPORT

Index

Letter to Stakeholders 3
Methodological note 4
1. Our Identity 5
1.1. Overview of FIMO Group 5
1.2. Our values and mission 7
1.3. Our business units, product offering and value chain 8
1.4. Our economic performance and value creation 10
2. What sustainability means to us 12
2.1. Our sustainability path 12
2.2. Materiality analysis 13
2.3. ESG Action Plan 17
3. Good governance 21
3.1. Business ethics and good governance 22
3.2. Data protection and cybersecurity 24
4. Environmental commitment 25
4.1. Sustainable product design and circular economy 26
4.2. Energy consumption and GHG emissions management 29
5. Responsibility of our products 36
5.1. Product quality, safety, and innovation 36
5.2. Urban design 37
6. Responsible supply chain management and respect for human rights 39
7. Responsibility towards people 42
7.1. Diversity and equal opportunities 43
7.2. Employee wellbeing, training and adequate working conditions 46
7.3. Occupational health and safety 49
Annexes 52
GRI Content Index 63

Letter to Stakeholders

Dear Stakeholders,

We are pleased to present FIMO Group's 2025 Sustainability Report, marking our third consecutive year of reporting. This continuity allows us to further track our ESG performance over time, compare results and focus on our actions and priorities.

Supporting digital development through innovative and smart components and solutions for telecom infrastructure is at the core of FIMO Group. As our industry evolves, we continue to embed responsible practices across design, manufacturing and operations, guided by respect for people and the environment. Our focus remains on creating long-term value while combining environmental and social responsibility with technical performance, reliability and innovation.

In 2025, we strengthened this approach across the Group, further aligning ESG practices and priorities. All Group sites operate under key certifications including ISO 9001, ISO 14001 and ISO 45001, while in Italy we also achieved PAS 24000 certification, reinforcing our framework for social responsibility, human rights, ethical conduct and stakeholder engagement.

We further developed ESG data collection and monitoring, including energy consumption, waste and other key indicators, enabling comparison over time and helping identify areas for action. We also adopted a more structured approach to responsible supply chain management, with increased attention to supplier engagement and due diligence.

Our approach also extends to how we innovate and develop our solutions. Resource efficiency and environmental performance are increasingly relevant, alongside the technical performance, reliability and innovation our customers expect. Our aim is to address these aspects throughout the lifecycle of our solutions.

Looking ahead to 2026 and beyond, our priorities are to improve environmental and social performance, reinforce ESG governance and data management, advance responsible supply chain practices and further integrate these principles into product development and operations.

Our focus remains on creating long-term value for our stakeholders — from our people and customers to our partners and communities, while combining environmental and social responsibility with technical performance, reliability and innovation.

Luca Tamberi
CEO
FIMO Group

Methodological note

This document represents the third Sustainability Report for FIMO Group (hereinafter also "FIMO" or "the Group"), which aims to transparently present the main sustainability results achieved during the 2025 financial year, as well as to describe the Group's projects and commitments aimed at creating value for all its stakeholders.

The Sustainability Report has been prepared on a voluntary basis by reporting a selection of the "GRI Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI) in 2021, as indicated in the GRI Content Index.

FIMO updated its materiality analysis in 2026 to review and update its most relevant sustainability topics, through a structured and participatory process involving the Group's top management and a selection of employees from across all Group subsidiaries. Further details on the process for identifying material topics are provided in the "Materiality analysis" chapter.

The Report also includes a set of indicators inspired by the European Sustainability Reporting Standards (ESRS), as part of a voluntary data collection exercise.

Sustainability reporting is conducted annually, and the information and data reported refer to the 2025 financial year (from 1 January to 31 December 2025). Prior-year data are provided for comparison purposes, to facilitate a clearer understanding of the Group's performance over time. Where previously reported data have been restated, this is explicitly indicated in the relevant sections of the Report.

The scope of the economic, financial, environmental, social and governance data and information includes all companies consolidated on a line-by-line basis in FI.MO.TEC. S.p.A.'s consolidated financial statements as of 31 December 2025, namely:

- FI.MO.TEC. S.p.A.;
- FIMO SAS;
- FIMO Deutschland GmbH (hereinafter also "FIMO Deutschland");
- FIMO INDIA Mfg. Pvt. Ldt. (hereinafter also "FIMO INDIA");
- WANHO Manufacturing LLC (hereinafter also "WANHO")[1].

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.

Significant initiatives and events occurring in 2026 after the end of the reporting period, and known as at the publication date, are also disclosed as subsequent events.

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.

[1] WANHO Manufacturing LLC is 100% owned by WAN-HO LLC, which in turn is 100% owned by FI.MO.TEC. S.p.A.

1. Our Identity

1.1. Overview of FIMO Group

FIMO Group's 2025 ESG highlights

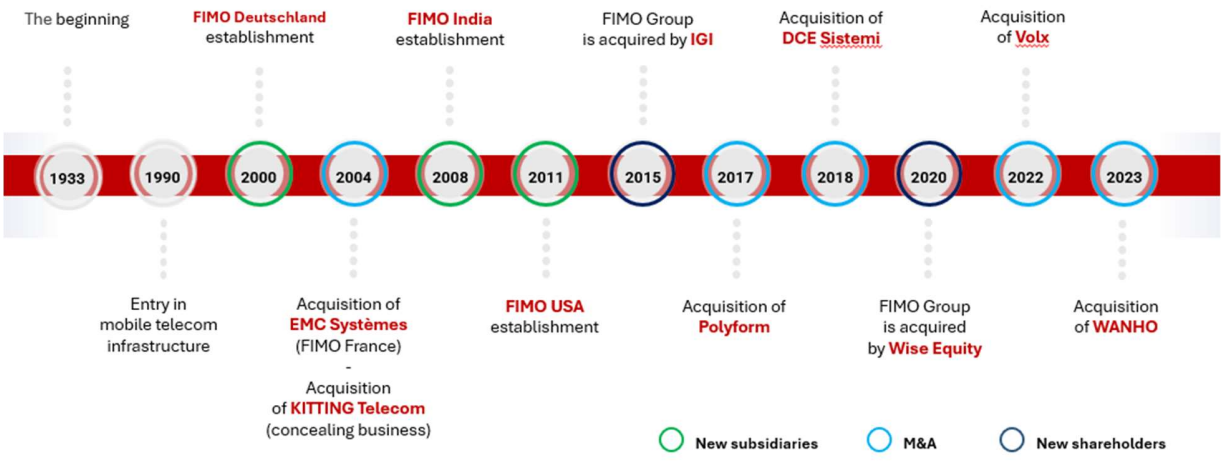
€85.96 mln of **revenues**
(+8.3% YOY)

205 employees as of 31.12.2025
(+2.5% YOY)

2,210 MWh of energy consumed
(-12% YOY)

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 has continued to be its main driver.

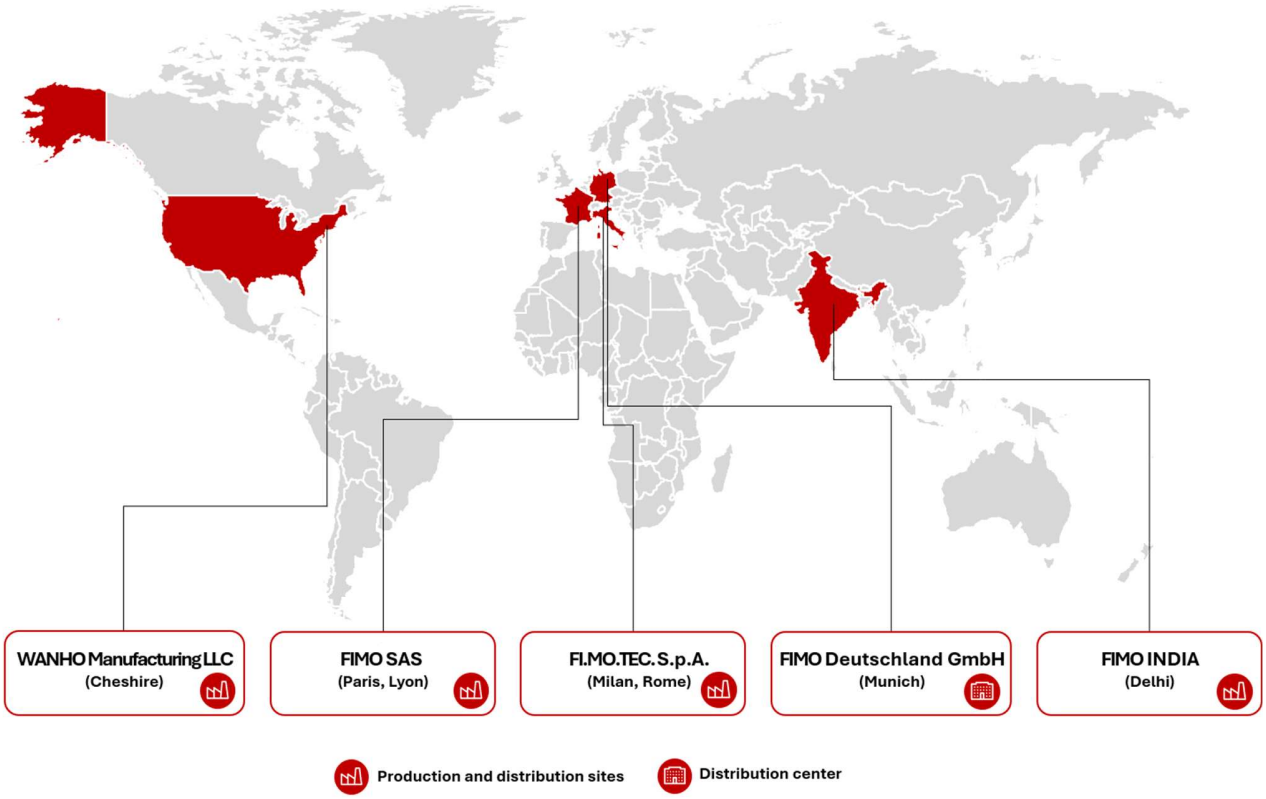


The comprehensive range of offerings includes both standard products and customized solutions. The Group provides over 5,000 cable fixing elements, as well as cutting-edge electrical cabinets and cabling solutions for electrical, optical, and coaxial applications. Additionally, FIMO Group offers camouflage solutions and equipment supports for rooftops, along with design and tree pylons.

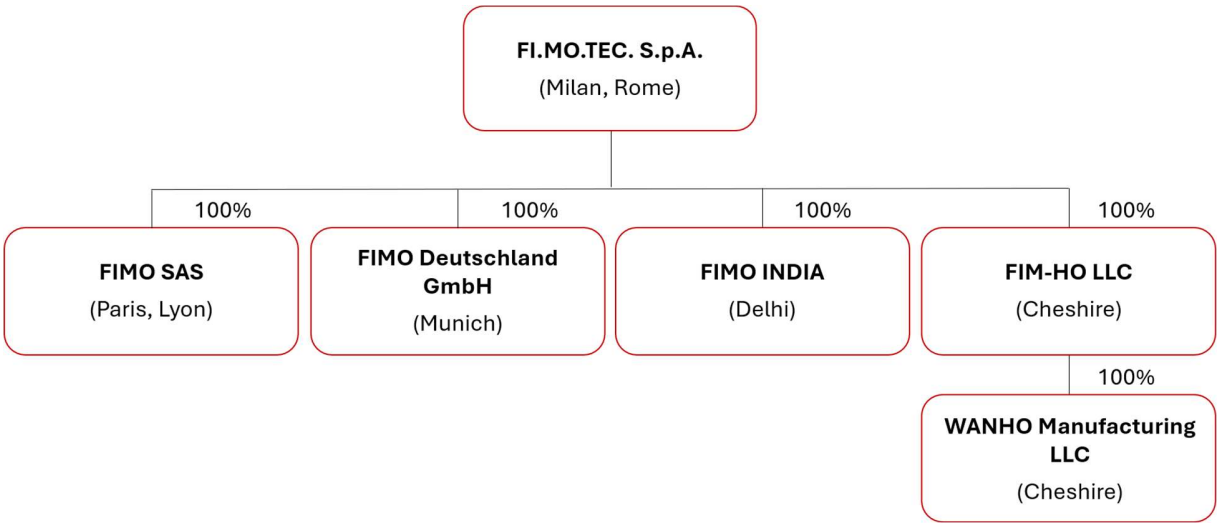
With its extensive product portfolio and expertise, FIMO Group has established itself as a trusted partner in the telecommunications market, serving 700+ clients in more than 60 countries. The

Group is also committed to delivering high-quality solutions and supporting the advancement of global connectivity.

Geographical distribution of FIMO Group



FIMO Group structure as of 31.12.2025



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 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 Group is committed to continuous innovation and to investing both in the introduction of new solutions and in the upgrading of existing 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, and 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, product offering and value chain



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 systems 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 high quality of its products and services with unrivalled speed and flexibility on the European market. Years of innovation and research

have 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.

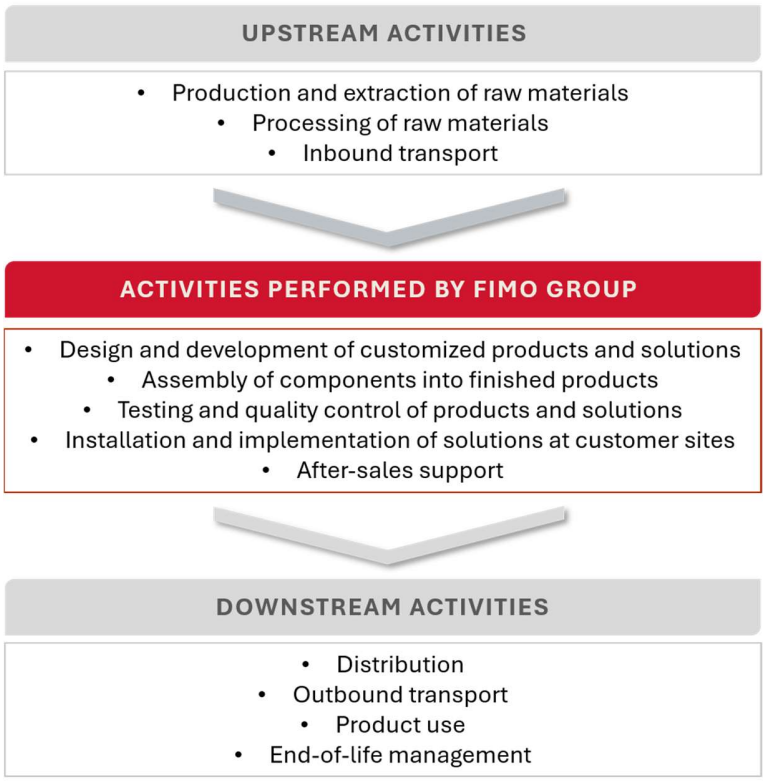
- **FIMO Infrastructure**: encompassing the former Rooftop and Tower business units, FIMO Infrastructure offers equipment and integration supports, with end-to-end services for camouflage solutions, offsets, masts, as well as non-telecom solutions like pylon trees or even transportation. With an increased 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**: this business unit offers sensors for structural monitoring, power management systems, metering systems, integration of IoT and smart solutions, access control solutions, ergonomically optimized and energy-efficient structures, and a wide range of accessories.

FIMO's product categories

Components	Infrastructure	Solutions
• PIM Shields • Cable Clamps • Special Clamps • Fastening Devices • Radiating Cable Clamps • Grounding Kits • Wall entries • Accessories for Installation	**Tower** • Tree pylons • Design pylons • Classic pylons **Rooftop** • Integration Style • Edicules • Soundproofing Solutions • Architectural camouflage **Safety** • Guardrail • Staircase and Ladder • Markers • Lighting **Other solutions** • COW – Cell on Wheel • Video security	**FTTA/ PTTA** • Fiber to the Antenna • Power to the Antenna • Hybrid to the Antenna **Power Solutions** • AC Power Cabinet • Indoor/ Outdoor Cabinet • Power Station Solutions **Others** • IoT Sensor • Urban Infrastructure • Green Technology • Harness Cables and Accessories

FIMO Group's value chain is organized into three main phases: upstream activities, internal activities, and downstream activities.

FIMO Group's Value Chain

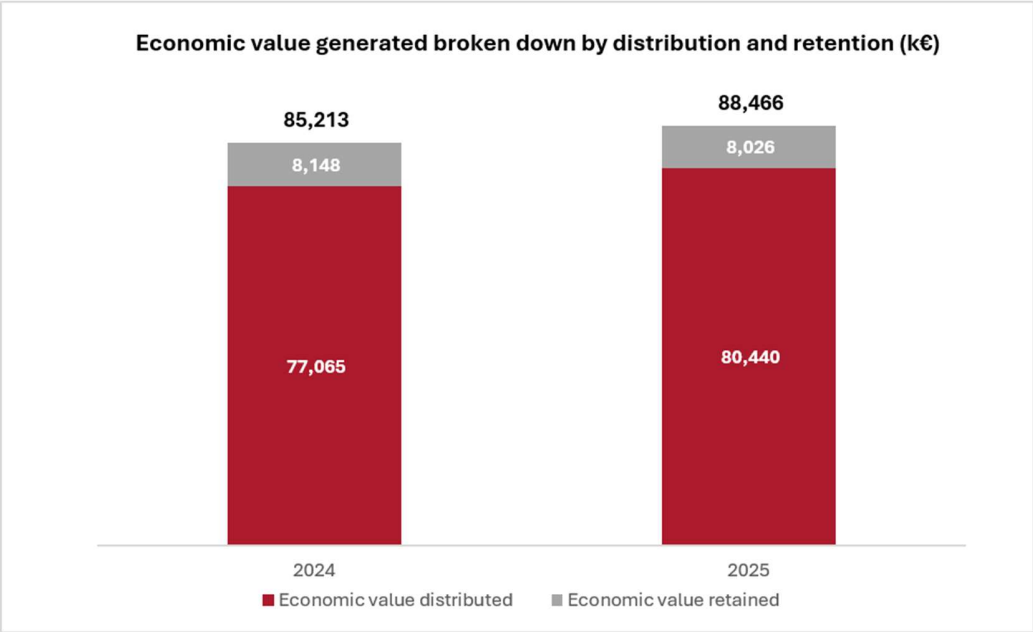


Upstream activities include the production, extraction and processing of raw materials, as well as their inbound transport to the Group's facilities. Internal activities include the design and development of customized products and solutions, component assembly, product testing and quality control, as well as installation of solutions and after-sales support. Downstream activities comprise the distribution and outbound transport of finished products to customers, their use within the systems and infrastructure in which they are integrated, and their end-of-life management, including the recovery, recycling and disposal of materials.

1.4. Our economic performance and value creation

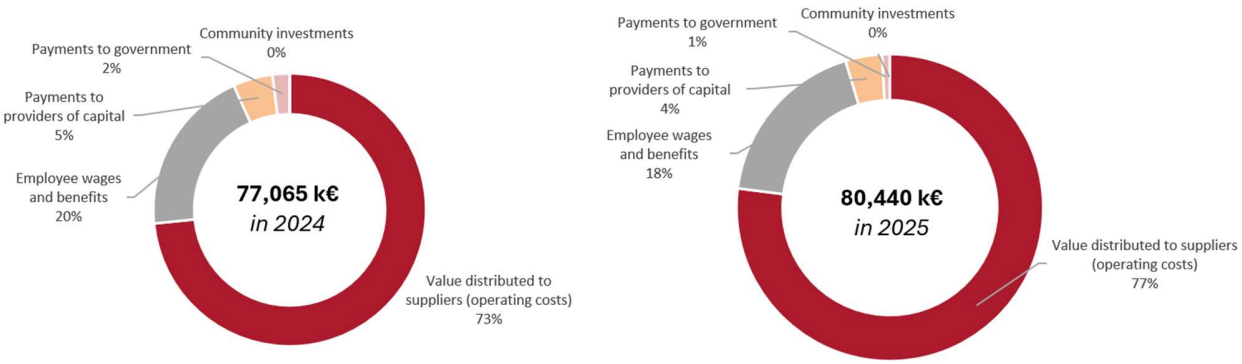
FIMO Group focuses on corporate growth that is not exclusively profit-oriented but also aims to generate lasting wealth over time from which all stakeholders can benefit.

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. Conversely, the economic value retained by the Group is the difference between economic value generated and economic value distributed, used to cover depreciation and write offs and to support self-financing.



In 2025, FIMO Group confirmed its economic solidity and growth capacity. Indeed, the direct economic value generated totalled 88,466 k€, an increase of 4% compared to 2024. Furthermore, the economic value distributed by the Group to stakeholders amounted to 80,440 k€ in 2025 (corresponding to 91% of the economic value generated), an increase of 4.4% compared to 77,065 k€ distributed in 2024, while the economic value retained amounted to 8,026 k€ (9% of the economic value generated), a slight decrease of 1.5% compared to 8,148 k€ retained in 2024.

Breakdown of distributed economic value



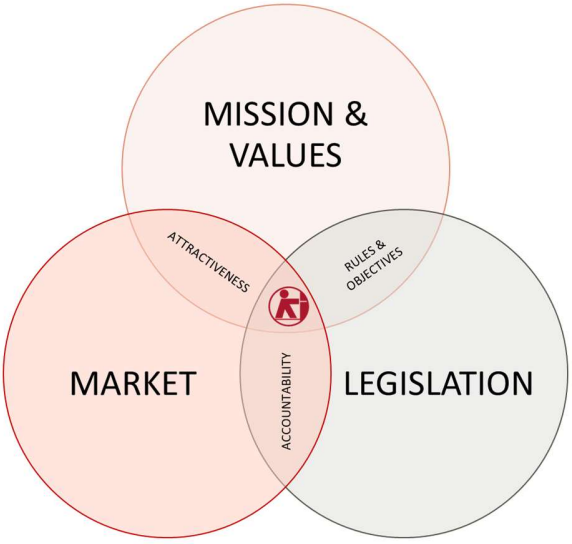
For both 2024 and 2025, the vast majority of economic value distributed went towards suppliers, accounting for nearly three-quarters of the total in both years. Specifically, 77% was distributed to suppliers in the form of costs for the purchase of goods and services (up from 73% in 2024), 18% to employees in the form of wages and benefits (down from 20% in 2024), 4% to capital providers in the form of interest and financial charges (down from 5% in 2024), and 1% to the Public Administration

in the form of taxes (down from 2% in 2024). The increase in the share of value distributed to suppliers was primarily driven by higher procurement costs at WANHO, including tariffs and other cost increases, as well as by an increase in outsourced processing activities.

2. What sustainability means to us

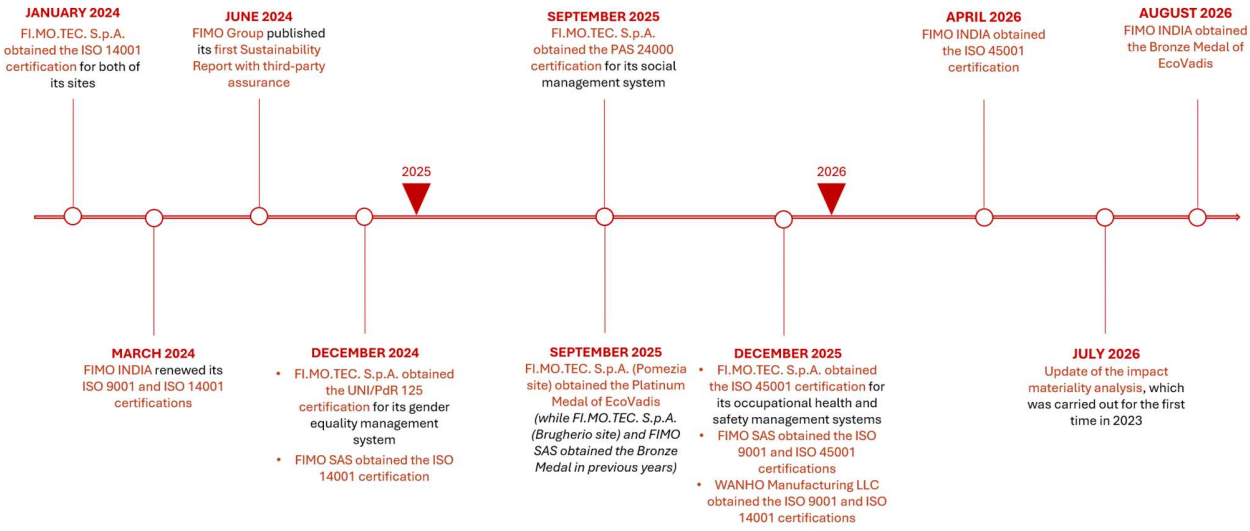
2.1. Our sustainability path

FIMO Group is committed to its environmental, social and governance (ESG) responsibilities and continues to advance its sustainability path by integrating environmental sustainability, social responsibility and good governance practices into its operations.



FIMO Group's mission is to support the sustainable development of the world's telecommunications infrastructure through digital modernization, innovative and smart components, and solutions. The evolving ESG landscape is prompting clients to seek processes and procedures verified through national and international certifications, as well as products with a reduced environmental impact measured through internationally recognized standards.

Below is a timeline of the Group's major ESG achievements in recent years:



Based on the regulatory evolution and the ESG demands from the market, the Group has decided to undertake a sustainability strategy focused on implementing ISO-certified management systems, ensuring that its processes are aligned with best international practices in the ESG field. Currently, all Group's sites have implemented ISO 14001 (environment) and ISO 9001 (quality) management systems, as well as ISO 45001 (occupational health and safety) except WANHO Manufacturing LLC's US site. Moving forward, the Group is working to extend the ISO 45001 certification also to the US site, obtain the SA 8000 (Social Accountability) for the majority if its subsidiaries and achieve the ISO 27001 (information security) across all Group subsidiaries.

Furthermore, in September 2025 FI.MO.TEC. S.p.A.'s Pomezia site completed the EcoVadis questionnaire obtaining the Platinum Medal (awarded to the top 1% of assessed companies), while FIMO INDIA received a Bronze Medal (awarded to the top 35% of assessed companies) in August 2026.

2.2. Materiality analysis

In 2026, FIMO Group conducted a comprehensive materiality analysis to update the list of material topics (i.e., those topics that represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights) identified as part of the materiality analysis carried out in 2023.

This update allowed the Group to reconsider the significance of the material impacts identified in 2023, as well as to assess new impacts generated by the Group considering the expansion of its perimeter in recent years and the changes in the context in which it operates (e.g., changes in European sustainability regulations).

The process guarantees that the Sustainability Report addresses the most relevant environmental, social, and governance (ESG) concerns and reflects current expectations of key stakeholders.

As requested by GRI Standards, FIMO Group defined and updated its ESG material topics according to the following four steps:

1. Understand the organization's context;
2. Identify actual and potential impacts;
3. Assess the significance of the impacts;
4. Prioritize the most significant impacts for reporting.

With reference to step 1 ("*understand the organization's context*"), a benchmark analysis was conducted at two key levels:

1. Sector analysis: a broader analysis of the telecommunications industry to evaluate main sustainability topics, trends and best practices, using tools such as SASB's Materiality Map and S&P Global's Industry Materiality Matrix;
2. Peers/comparables analysis: review of key stakeholders and material topics reported by 8 leading telecommunications companies, with a particular focus on the Group's peers with public sustainability disclosure.

In the context analysis, the ESG topics and sub-topics provided by the VSME Standards (*Voluntary sustainability reporting standards for non-listed micro, small and medium enterprises*) were also taken into consideration, to ensure alignment with European sustainability disclosure standards.

FIMO Group revised its stakeholder mapping, including individuals and groups whose interests are impacted or could be impacted by the organization's activities, to better determine its actual and potential impacts. The mapping activity has taken into consideration both the stakeholders relevant to FIMO Group's peers in the telecommunications industry and those that were identified as most critical by the Group during the 2023 materiality analysis[2]. The key stakeholders of FIMO Group are the following:



[2] Compared to the 2023 stakeholder mapping, FIMO Group decided not to include NGOs among its relevant stakeholders and suggested aggregating "*Local communities and local authorities*" into a single cluster, which should also be considered as the least relevant stakeholder due to the absence of a direct relationship between the Group and this stakeholder group.

With reference to step 2 ("*identify actual and potential impacts*"), FIMO Group has identified its actual and potential impacts on the economy, environment, and people (including impacts on their human rights) occurring in the Group's activities or across its value chain. The list of potentially material impacts has been drawn up considering impacts commonly associated with the telecommunications sector, those reported by the Group's peers with public sustainability disclosures, specific impacts associated with the Group's operational activities, and the impacts previously identified in the 2023 materiality analysis.

With reference to step 3 ("*assess the significance of the impacts*"), two interactive workshops were conducted involving, respectively, 10 members of the Group's top management and 11 representative employees from all Group's subsidiaries. The representative employees involved were generally heads of departments (e.g., Quality, R&D, Procurement) and their transversal knowledge and cross-functional perspectives informed the materiality assessment process with a comprehensive overview of the impacts generated across all business areas and geographies[3].

During the workshops, participants were asked to assess the significance of 35 impacts that FIMO Group either caused or contributed to through its operations or value chain. The significance of each impact was assessed on a scale from 1 (low significance) to 5 (high significance). For actual positive impacts, significance was determined by the scale (*how beneficial the impact is*) and scope (*how widespread the impact is*), while for potential positive impacts the likelihood was also considered (i.e., *the chance of the impact happening*). For actual negative impacts, significance was determined based on severity, which is determined by its scale (*how grave the impact is*), scope (*how widespread the impact is*), and irremediability (*how hard it is to counteract or make good the resulting harm*), while for potential negative impacts the likelihood was also considered.

With reference to step 4 ("*prioritize the most significant impacts for reporting*"), responses from the top management were ranked in descending order (from highest to lowest priority) according to the average scores, and a materiality threshold was set. As a result, the 30 most relevant impacts were identified.

Following a comprehensive examination and discussion, the top management reviewed how each impact was assessed by representative employees and noticed that some impacts considered less relevant by the leadership team were rated more significant by representative employees, and vice versa. This led to an adjustment and a reordered list of impacts that integrated both perspectives, ensuring a balanced evaluation of the Group's sustainability priorities.

The reordered impacts were grouped thematically into material topics, to enable coherent reporting on multiple impacts related to the same topic. Each material topic was prioritized based on the highest-ranked impact within that topic, guaranteeing that each topic reflects the relevance of its most significant impact, providing a clear view of FIMO Group's sustainability priorities.

The table below presents FIMO Group's updated ESG material topics and their associated impacts:

[3] In 2023, the materiality analysis involved only the top management and employees in Italy, while in 2026 a selection of employees from all Group subsidiaries were involved in the assessment process except for the commercial subsidiary FIMO Deutschland GmbH. This is because the German subsidiary is constituted only by 3 sales agents working remotely as at 31.12.2025, and therefore the impacts generated by this Group's subsidiary are considered marginal.

Impact materiality analysis results						
Priority	**Area**	**Material Topic**	**Impacts**	**Nature**	**Type**	**Value chain**
1	S	**Product quality, safety and innovation**	Offering safe and high-quality products	Positive	Actual	Direct
			Satisfaction of customers and their expectations	Positive	Actual	Direct
			Technological innovation of processes and products	Positive	Actual	Direct
2	G	**Business ethics and good governance**	Creating a culture of business ethics	Positive	Actual	Direct
			Strengthening the relationships with key partners and stakeholders	Positive	Actual	Direct
			Non-compliance with laws, regulations, standards	Negative	Potential	Direct
3	E	**Sustainable product design and circular economy**	Sustainable product design *(R&D investments aimed at reducing the environmental impact of products throughout their life cycle by reducing material usage, enhancing durability, improving repairability, and increasing recycled content)*	Positive	Actual	Direct & Indirect (Upstream/ Downstream)
			Recovery/recycling of waste materials to promote the circular economy	Positive	Potential	Direct
			Use of resources and raw materials	Negative	Actual	Direct
			Waste generation	Negative	Actual	Direct
4	S	**Employee wellbeing, training and adequate working conditions**	Employee satisfaction and well-being	Positive	Actual	Direct
			Competitive remuneration for employees	Positive	Actual	Direct
			Work-life balance	Positive	Actual	Direct
			Development and enhancement of workers' skills through training activities and professional development plans	Positive	Actual	Direct
			Improvement in working conditions following the adoption of AI-based tools	Positive	Potential	Direct
			Reduced workforce due to automation and adoption of AI-based tools	Negative	Potential	Direct
5	G	**Responsible supply chain management and respect for human rights**	Creation of a local supply chain	Positive	Potential	Indirect (Upstream)
			Environmental, social and economic impacts along the supply chain	Negative	Potential	Indirect (Upstream)
			Violation of human rights within the organization and/or along the supply chain	Negative	Potential	Direct & Indirect (Upstream)
6	G	**Economic performance**	Generation and distribution of economic value	Positive	Actual	Direct

		and value creation	Meeting investors' economic expectations	Positive	Actual	Direct
7	S	**Diversity and equal opportunities**	Diversity in governing bodies and among employees, with direct and indirect impacts on the promotion of equality	Positive	Actual	Direct
8	S	**Urban design**	Job creation	Positive	Actual	Direct
			Improvement of urban design through enhanced product design	Positive	Actual	Direct
9	E	**Energy consumption and GHG emissions management**	Generation of indirect GHG emissions (Scope 3)	Negative	Actual	Indirect (Upstream / Downstream)
			Energy consumption	Negative	Actual	Direct
			Generation of direct and indirect GHG emissions (Scope 1 and Scope 2)	Negative	Actual	Direct & Indirect (Upstream)
10	G	**Data protection and cybersecurity**	Failure to manage cybersecurity	Negative	Potential	Direct
			Breach and loss of customer data	Negative	Potential	Direct
11	S	**Occupational health and safety**	Work-related injuries	Negative	Actual	Direct

These material topics represent FIMO Group's most significant impacts on the economy, environment, and people, and will guide its efforts to create long-term value for the Group and its stakeholders.

2.3. ESG Action Plan

One of the pillars of the Group's sustainability strategy is the ESG Action Plan, formalized for the first time in 2020, which defines the sustainability objectives the Group aims to implement in the near future.

Between the end of 2025 and the beginning of 2026, the Group revised its Action Plan to formalize new ESG targets and to remove those related to the Corporate Sustainability Reporting Directive ("CSRD") requirements, as FIMO Group does not fall within the CSRD scope following the publication of the Omnibus-I package in the EU Official Journal[4].

The table below provides an overview of the Group's ESG targets[5]:

[4] The new thresholds dictated by the Omnibus-I package published in the EU Official Journal on 26 February 2026 are: (1) at least 1,000 employees, and (2) at least €450 million net annual turnover.
[5] The progress status of the ESG objectives refers to the period up to 30 September 2026.

Area	ESG Material Topics	Targets	Timeline	Progress
Environment	Sustainable product design and circular economy	Design and development of new products using alternative materials, such as the replacement of conventional ballast with concrete incorporating oyster shell powder	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	✓
	Energy consumption and GHG emissions management	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	✓
		Adoption of a Group's Environmental Policy	2026	In progress
		Quantification of Scope 3 GHG emissions at Group level	2026	✓
Social	Diversity and equal opportunities[6]	Adoption of a PAS 24000-certified social management system at FI.MO.TEC. S.p.A.	2025	✓
	Employee wellbeing, training and adequate working conditions	Finalization of the Talent management process with calibration activities (ITA/FRA)	2024	✓
		Implementation of the internal climate survey at Group level	Recurring	✓
	Occupational health and safety	Fire protection system installation at the Brugherio site	2024	✓
		Reduce the frequency and severity rate of work-related accidents at the French site in Arnas	Recurring	✓
		Adoption of an ISO 45001-certified occupational health and safety management system at FI.MO.TEC. S.p.A.	2025	✓
		Adoption of an ISO 45001-certified occupational health and safety management system at FIMO SAS	2025	✓
		Adoption of an ISO 45001-certified occupational health and safety management system at FIMO INDIA	2026	✓

[6] The targets "*Adoption of a PAS 24000-certified social management system*" for all foreign production subsidiaries and "*Adoption of an ISO 30415-certified human resource management system at Group level*" (with timeline "2026") have been replaced by the targets "*Adoption of a SA 8000-certified social management system («Social Accountability»)*" for all foreign production subsidiaries except WANHO (with timeline "2027").

		Adoption of an ISO 45001-certified occupational health and safety management system at the US site of WANHO Manufacturing LLC	2026	Not started
	Product quality, safety and innovation	Adoption of an ISO 9001-certified quality management system at FIMO SAS	2025	✓
		Adoption of an ISO 9001-certified quality management system at the US site of WANHO Manufacturing LLC	2026	✓
Governance	Business ethics and good governance	Drafting of a Sustainability Report at FIMO Group level	2024	✓
		Allocating the bonus partially linked to the implementation of the ESG action plan assigned to each senior manager (ITA/ FRA)	2024	✓
		Improve ESG monitoring system, with better and quicker alignment throughout all the subsidiaries	2024	✓
		Inclusion of ESG aspects in the due diligence process, in case of potential acquisitions	Recurring	In progress
		Review the risk analysis (ITA/ FRA)	Recurring	✓
		Drafting the annual Sustainability Report (aligned with international standards) at Group level	Recurring	**New**
		Extension of the Code of Ethics to all subsidiaries of the Group	2025	✓
		Integrate WANHO into the ESG reporting system and include specific ESG targets for the US subsidiary in the ESG Action Plan	2025	✓
		Implementation of a gap analysis with respect to CSRD (Corporate Sustainability Reporting Directive) disclosure requirements	2025	✓
		Compilation of the EcoVadis questionnaire at FI.MO.TEC. S.p.A. (Pomezia site)	2025	✓
		Formalize succession plans (through organizational charts) for Management Team members for at least 3 out of 7 departments (ITA/FRA)	2026	In progress
		Updating the impact materiality analysis[7]	2026	✓ **(New)**
		Implementing a "light" financial materiality analysis	2027	**New**
		Adoption of a SA 8000-certified social management system («Social Accountability») at FI.MO.TEC. S.p.A.	2026	**New**

[7] Following the publication of the Omnibus-I package by the European Commission to streamline and simplify sustainability reporting obligations, the Group has revised its Action Plan as follows:

- The target «*Initiation and implementation of preliminary activities for the double materiality analysis*» (with timeline «2026») has been replaced by the targets «*Updating the impact materiality analysis*» (with timeline «2026») and «*Implementing a "light" financial materiality analysis*» (with timeline «2027»);
- The target «*Adoption of an internal control system at Group level including also ESG data*» (with timeline «2026») has been removed.

		Adoption of a SA 8000-certified social management system («Social Accountability») at FIMO SAS	2027	**New**
		Adoption of a SA 8000-certified social management system («Social Accountability») at FIMO INDIA	2027	**New**
	Data protection and cybersecurity	Adoption of GDPR for the French company	2024	✓
		Adoption of an ISO 27001-certified information security management system at FI.MO.TEC. S.p.A.	2027	**New**
		Adoption of an ISO 27001-certified information security management system at FIMO SAS	2027	**New**
		Adoption of an ISO 27001-certified information security management system at FIMO INDIA	2027	**New**
		Adoption of an ISO 27001-certified information security management system at WANHO Manufacturing LLC	2027	**New**
	Responsible supply chain management and respect for human rights	Vendor (products and services) rating implementation considering ESG criteria at FI.MO.TEC. S.p.A. and FIMO SAS	2025	✓
		Vendor (products and services) rating implementation considering ESG criteria at FIMO INDIA and WANHO Manufacturing LLC	2027	✓

Legend:

✓ Target achieved in 2025 or 2026

✓ Target achieved in previous years

In 2025, FIMO Group advanced its sustainability journey in line with its structured ESG strategy, building on prior achievements and establishing new strategic priorities for the coming years.

On the environmental side, FIMO SAS and WANHO Manufacturing LLC obtained the ISO 14001 certification for their environmental management system between December 2024 and 2025, joining FI.MO.TEC. S.p.A. and FIMO INDIA, which had completed the certification process in previous years, ensuring that all Group sites are now ISO 14001-certified. The Group also quantified for the first time its Scope 3 GHG emissions with reference to FY 2025, which represents a strategic milestone to understand the Group's impact in terms of GHG emissions.

On the social side, in September 2025 FI.MO.TEC. S.p.A. achieved the PAS 24000 certification covering social responsibility, human rights and ethical business practices, complementing the UNI/PdR 125 certification for its gender equality management system achieved in December 2024. The Group also implemented the recurring internal climate survey, providing valuable insights to guide actions aimed at improving workplace satisfaction, inclusion and organizational culture. From a health and safety perspective, FI.MO.TEC. S.p.A., FIMO SAS and FIMO INDIA implemented ISO 45001-certified occupational health and safety managements at their sites, while WANHO Manufacturing LLC has set the target for achieving the certification by 2026.

As regards product quality, FIMO SAS and WANHO Manufacturing LLC obtained the ISO 9001 certification for their quality management systems in 2025, ensuring that all Group sites are now ISO 9001-certified.

On the governance side, in 2025 the Group successfully extended the Code of Ethics to all subsidiaries, promoting consistent ethical standards and conduct across all geographies, reviewed and updated its risk analysis for Italy and France, implemented a gap analysis with respect to CSRD disclosure requirements, and published its annual Sustainability Report. Furthermore, FI.MO.TEC. S.p.A.'s Pomezia site completed the EcoVadis questionnaire and received the Platinum Medal (awarded to the top 1% of assessed companies), while FI.MO.TEC. S.p.A.'s Brugherio site and FIMO SAS received Bronze Medals in previous years. More recently, in August 2026, FIMO INDIA also obtained the Bronze Medal, placing it among the top 35% of companies assessed.

As regards responsible supply chain management, FIMO Group introduced a vendor rating system incorporating ESG criteria into supplier evaluations in Italy and France in 2025 and extended it to India and the United States in early January 2026.

Looking ahead, FIMO Group aims to obtain ISO 27001 certification for information security across all its subsidiaries and SA 8000 certification for social accountability for the majority of its subsidiaries by 2027.

3. Good governance

Main governance certifications, policies and assessments*

	FI.MO.TEC. S.p.A. **	FIMO SAS ***	FIMO INDIA	WANHO Manufacturing LLC
Organizational model ex. D.Lgs. 231/2001, or Anti-corruption policy	✓	✓	×	×
Group Code of Ethics	✓	✓	✓	✓
Whistleblowing system	✓	✓	×	✓
Integrated Policy	✓	✓	×	×
Compilation of EcoVadis assessment	✓	✓	✓	×

* Considering only subsidiaries with at least one operating site
** Including both the Brugherio and Pomezia sites
*** Including both the Saint Pierre du Perray and Arnas sites

FIMO Group prioritizes high standards of corporate governance, promoting transparency, accountability, and ethical conduct across its operations in order to build trust with stakeholders. The Group has focused on strengthening its organizational structures and compliance frameworks, while aligning its practices with international standards.

In 2025, FIMO Group extended the Code of Ethics to all subsidiaries, promoting consistent ethical standards and conduct across all geographies, while complying with local laws. Moreover, in 2026 FI.MO.TEC. S.p.A. and FIMO SAS adopted an Integrated Policy as part of their integrated

management systems, setting out the principles that guide business activities: continuous improvement in the quality of products and services through innovation and skills development; environmental protection and responsible resource use; prevention of workplace injuries and promotion of health and safety; responsibility towards local communities and stakeholders; decent working conditions within the Group and across its supply chain, in line with the principles of SA8000; and gender equality and inclusion.

As regards ESG performance, following the Bronze Medal received by the Brugherio site in 2024, FI.MO.TEC. S.p.A.'s Pomezia site underwent the EcoVadis assessment in 2025 and was awarded the Platinum Medal, a recognition awarded to the top 1% of companies assessed by EcoVadis in the 12 months prior to the medal issue date. In July 2026, the French subsidiary FIMO SAS renewed its EcoVadis assessment and received the Bronze Medal, placing it among the top 35% of all rated companies. Moreover, in August 2026, FIMO INDIA underwent its first EcoVadis assessment and also received the Bronze Medal.

3.1. Business ethics and good governance

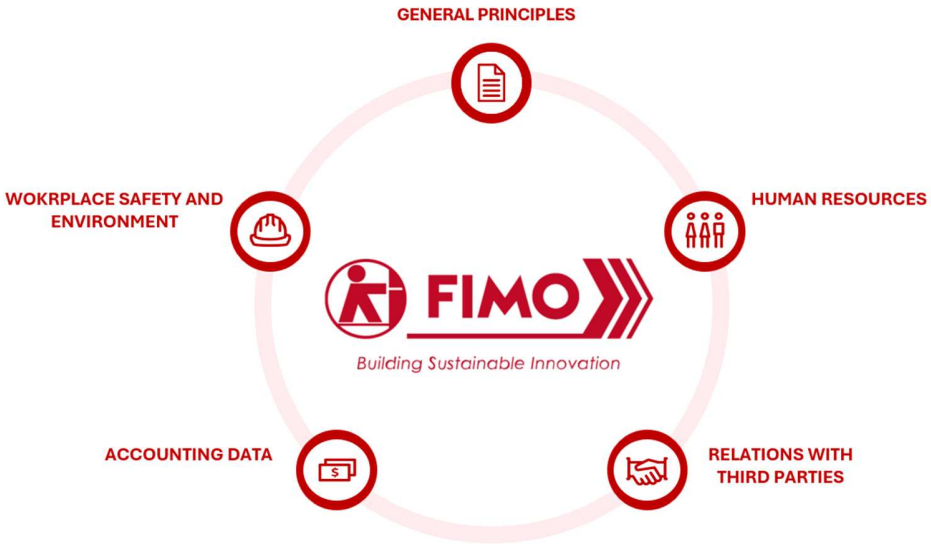
FI.MO.TEC. S.p.A. has adopted an Organizational Model pursuant to Italian Legislative Decree No. 231/2001, which sets out the principles and standards of conduct aimed at preventing offences that may give rise to the Company's administrative liability, while providing a framework for monitoring and managing risks associated with relevant criminal offences.

FI.MO.TEC. S.p.A. has also appointed a Supervisory Body (Organismo di Vigilanza – "OdV") and entrusted it with overseeing the functioning of and compliance with the Organizational Model 231. The OdV operates with autonomy and independence, remaining free from operational interference, conflicts of interest and hierarchical constraints. Its members have the professional expertise, experience and skills required to effectively perform their supervisory duties. Moreover, the OdV ensures continuity of action through ongoing monitoring activities, supported by adequate investigative powers and meetings held at least quarterly.

The French subsidiary, FIMO SAS, has adopted an Anti-corruption Policy, establishing mandatory standards of conduct for all its employees, contractors, and business partners. The Policy covers legal compliance, anti-corruption, conflicts of interest, and other relevant ethical matters.

The Group Code of Ethics is an important tool that sets out the fundamental principles and values guiding the activities and behaviours of all members of FIMO Group, promoting integrity, transparency, social responsibility, respect and dignity, and compliance with applicable laws and regulations.

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



The Group is led by a Board of Directors responsible for managing the organization and making strategic decisions. Specifically, the Board of Directors is vested with the broadest powers for the ordinary and extraordinary management of the Group and may take any action it deems appropriate to pursue and achieve its corporate purposes, except for matters expressly reserved by law to the Shareholders' Meeting.

Board members *(as of 31 December 2025)*	Position	Executive / Non-executive	Independent / Non-independent	Year of appointment	Gender
Luca Tamberi	CEO/President	Executive	Non-independent	2023	M
Stefano Ghetti	Vice President	Non-Executive	Non-independent	2023	M
Simon Raphael Girard	Director	Non-Executive	Non-independent	2023	M
Michele Semenzato	Director	Non-Executive	Non-independent	2023	M

As of 31 December 2025, FI.MO.TEC. S.p.A.'s Board comprised four members, all male, in line with the previous year. One member was executive (25%) and three were non-executive (75%), with no independent members.

In 2025, the Group achieved several milestones in strengthening its ESG governance, monitoring and reporting.

A major accomplishment was the preparation and publication of the Group's second Sustainability Report, covering its 2024 sustainability performance, reflecting the Group's commitment to annual sustainability reporting and ongoing transparency. At the same time, the Group continued to enhance its ESG monitoring system, with the aim of strengthening and accelerating alignment across all subsidiaries through centralized data collection, while improving data accuracy and efficiency. In 2025, the US subsidiary WANHO was fully integrated into the Group's ESG reporting system and ESG Action Plan, following its first ESG reporting activity in 2024. This represented a significant step towards ensuring more comprehensive, consistent and comparable ESG

performance reporting across the Group, supported by the centralized collection and consolidation of ESG data through the IT platform adopted in 2024.

In 2025, individual MBOs for senior managers at FI.MO.TEC. S.p.A. and FIMO SAS continued to include at least one objective linked to the implementation of the ESG Action Plan. This system encourages senior management to actively contribute to the Group's ESG objectives, further embedding sustainability into the Group's corporate culture and management practices.

The Group also updated its annual risks analysis, with the aim of developing a more comprehensive view of the risks facing the Group and its individual subsidiaries, as well as the actions required to mitigate them. The analysis considers both business-related risks (e.g., technological, financial and product risks) and ESG-related risks (e.g., occupational health and safety, employee skills and supply chain risks).

Finally, no confirmed incidents of corruption or non-compliance with environmental or socio-economic laws and regulations were recorded in 2024 and 2025.

3.2. Data protection and cybersecurity

Data protection and cybersecurity are increasingly important topics for FIMO Group. Accordingly, the Group has continued to strengthen its governance framework in this area through a range of actions implemented at both Group and subsidiary level.

FI.MO.TEC. S.p.A. and FIMO SAS are supported by specialized consultants in managing their GDPR (General Data Protection Regulation) compliance obligations. In addition, the Group's IT infrastructure is managed by specialized external providers, helping to ensure appropriate security measures across the IT infrastructure.

Since 2024 FIMO SAS has adopted several data protection policies compliant with GDPR, including:

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

The French subsidiary has also appointed a Data Protection Officer (DPO) and, in December 2024, its GDPR compliance process was certified by a specialized third party in the field of personal data protection. Furthermore, FIMO SAS has adopted a comprehensive IT policy which regulates the correct use of company devices and IT systems by employees.

The US subsidiary WANHO ensures compliance in the field of data protection and cybersecurity 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, as well as a cybersecurity insurance coverage to compensate for any monetary losses due to non-compliance with data privacy regulations.

FIMO INDIA manages data protection and cybersecurity through a combination of IT security policies, access controls, employee awareness training, regular system updates and internal monitoring. These measures are overseen by the management team through periodic reviews and

internal audits. In the event of a potential incident, the subsidiary investigates the circumstances, implements corrective actions and takes preventive measures to reduce the risk of recurrence.

The Group did not receive any complaints concerning breaches of customer privacy, nor did it experience any losses of customer data in 2024 and 2025.

Looking ahead, FIMO Group aims to obtain the ISO 27001 certification for information security across all its subsidiaries by 2027. The certification is intended to establish and maintain a structured framework for protecting sensitive information from unauthorized access, theft, loss, or damage.

4. Environmental commitment

Main environmental certifications and policies*

	FI.MO.TEC. S.p.A. **	FIMO SAS ***	FIMO INDIA	WANHO Manufacturing LLC
ISO 14001 (Environmental Management System)	✓	✓	✓	✓
Environmental policy	✓	✓	✓	✓

* Considering only subsidiaries with at least one operating site
** Including both the Brugherio and Pomezia sites
*** Including both the Saint Pierre du Perray and Arnas 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.

FIMO Group has embedded environmental sustainability into its long-term strategy through the adoption of an integrated management system based on continuous improvement, performance monitoring, and regulatory compliance. This system enables the Group to prevent negative impacts, monitor environmental performance through key indicators, and evaluate the effectiveness of the corrective actions implemented through internal audits, management reviews, and improvement plans. Findings from audits and non-conformities are used to identify corrective actions and strengthen processes over time.

In 2025, FIMO Group reinforced its environmental commitment by adopting ISO 14001-certified environmental management systems at FIMO SAS's French sites and at WANHO Manufacturing LLC's US site, achieving 100% coverage across all Group sites.

In parallel, FIMO Group is working to develop a unified Group-wide Environmental Policy to replace the individual environmental policies currently in place at each subsidiary, defining the Group's commitment to environmental protection and ensuring alignment with international best practices

and applicable local regulations. The Group Environmental Policy will be embedded into the existing Integrated Policy and will incorporate objectives and principles from other ESG certifications obtained.

Through these actions, FIMO Group demonstrates a structured approach to sustainability, ensuring compliance with environmental regulations and adoption of international best practices across all operations.

4.1. Sustainable product design and circular economy

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

Specifically, FIMO SAS uses the following levers to develop new products with a lower environmental impact:

1. Weight reduction: the French subsidiary systematically reduces material thickness while maintaining mechanical resistance according to mathematical formulas. This approach optimizes designs to approach maximum allowable resistance limits, minimizing material use and associated CO2 emissions;
2. Life Cycle Assessment (LCA): material choices are guided by LCA analysis to ensure lower carbon footprints. FIMO SAS invested in SimaPro software to perform its LCA analyses, i.e., advanced software for assessing the environmental impacts of products throughout their entire life cycle;
3. Recycled materials: elastomer is 100% recycled (from tires) and recyclable, and steel containing at least 30% recycled content. In addition, from January 1, 2025, FIMO SAS replaced the concrete/plastic ballast of the railings with recycled PVC ballasts.

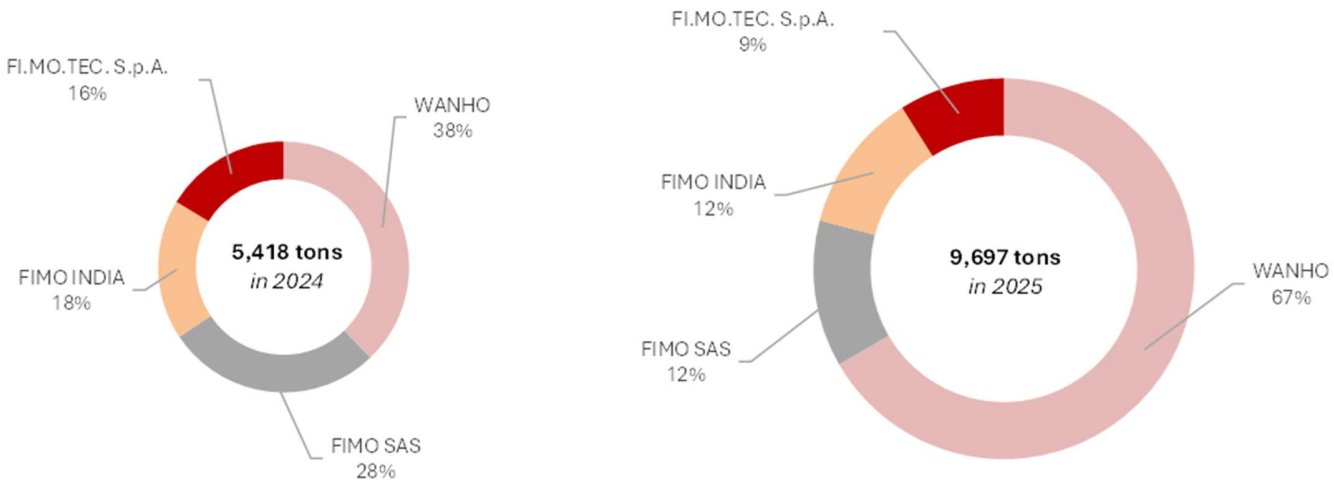
In line with the Group's commitment to assessing and reducing environmental impacts throughout the product lifecycle, FIMO SAS completed Life Cycle Assessments (LCAs) for some products within 2 of its 9 product categories in 2025 (22%), specifically "ground-level access for maintenance solutions" and "Pylon" categories. The subsidiary aims to expand this coverage, providing customers with the carbon footprint of all its products, both standard and custom-made, by the end of 2026. Across the Group's 24 product categories, five of which are shared by two or more subsidiaries, LCAs are currently conducted for products in 8% of the categories.

Moreover, in 2025, FIMO INDIA calculated the greenhouse gas (GHG) emissions associated with the product lifecycle for at least one product within 8 of its 9 product categories in 2025.

As an example of a product designed to reduce environmental impacts, FIMO Group has also patented the ECOCAB outdoor cabinet, designed to house telecommunications equipment at radio base stations, while providing weather protection and energy-efficient temperature control. FIMO conducted technical analyses, which found that the thermoregulation system consumes a maximum of 240 W (equivalent to a traditional light bulb), 99% of the materials are recyclable, and the design complies with RoHS requirements. The sealed internal ventilation circuit protects the equipment from environmental pollutants, which may help extend its durability.

These initiatives reflect the Group's commitment to circular economy principles and lifecycle management, enhancing environmental stewardship while maintaining high-performance product standards.

Materials used by subsidiaries (tons)



In 2025, the Group used 9,697 tons of materials, representing a 79% increase compared to 5,418 tons in 2024. This growth was primarily driven by WANHO, which increased its material consumption by 215% (+ 4,408 tons) due to higher sales volumes in 2025. As a result, WANHO's share of total Group material usage rose to 67% in 2025 (up from 38% in 2024) while other subsidiaries' shares declined proportionally: FIMO SAS at 12% (down from 28% in 2024), FIMO INDIA at 12% (down from 18% in 2024) and FI.MO.TEC. S.p.A. at 9% (down from 16% in 2024).

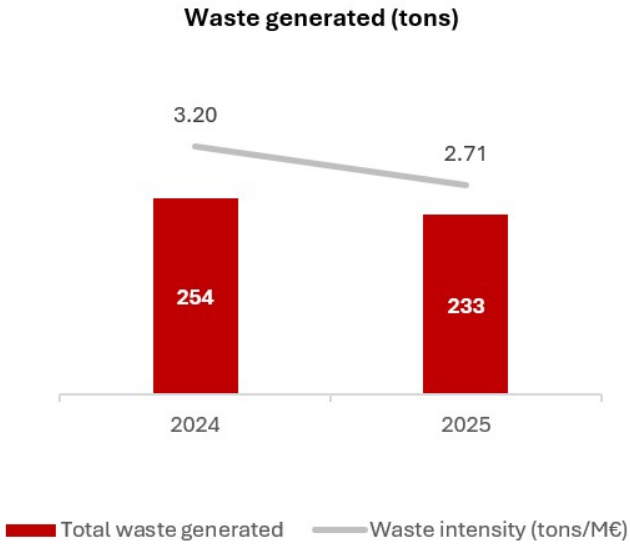
As for the types of material used, steel is the main material used throughout the production process, followed by plastic, concrete and elastomers. Other materials, such as copper, aluminium and wood, are used in smaller quantities for specific parts and components, while cardboard is primarily used for packaging purposes.

The amount of reused or recycled input materials (including steel, plastic, elastomers, wood and cardboard) totalled 841 tons in 2025 (representing 9% of total materials used), a 2% decrease compared to 856 tons in 2024 (representing 16% of total materials used). FIMO SAS accounted for 51% of recycled materials used in 2025, followed by WANHO (41%) and FI.MO.TEC. S.p.A. (8%).

The materials intensity ratio (calculated as weight of materials used per unit of net revenues) increased from 68.25 tons/M€ in 2024[8] to 112.81 tons/M€ in 2025. This increase was mainly driven by the significant increase in the weight of materials used at Group level (+79%), which was higher than the increase in Group net revenues (+8%)[9].

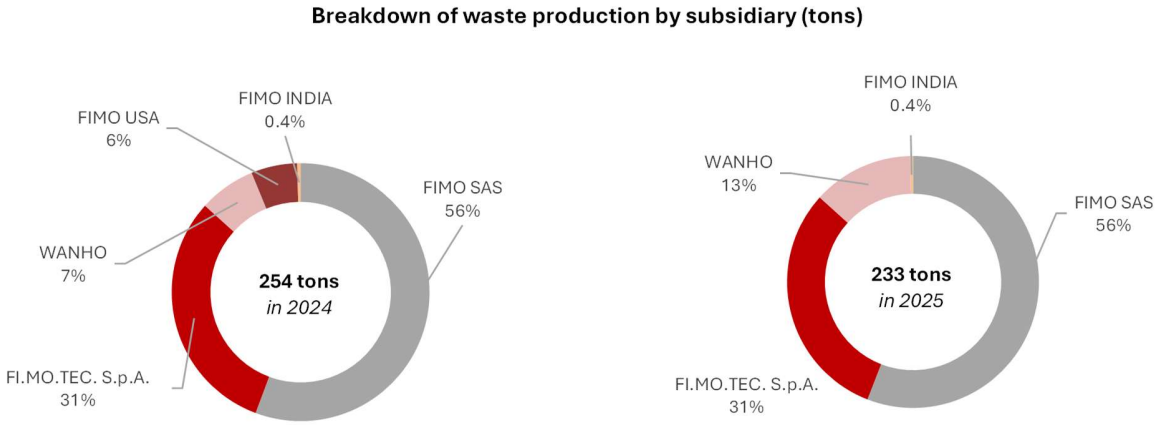
[8] Following an improvement process of the reporting system, the KPI "*Material intensity*" was restated for 2024.

[9] Following an improvement process of the reporting system, "*Net revenues*" were restated for 2024.



As for waste, FIMO Group generated 233 tons of waste in 2025, an 8% decrease compared to 254 tons in 2024. The reduction was primarily driven by improvements at FIMO SAS (-11 tons) and at FI.MO.TEC. S.p.A. (-7 tons).

Waste intensity (calculated as total waste generated per unit of net revenues) decreased by 15% from 3.20 t/M€ in 2024[10] to 2.71 t/M€ in 2025. This improvement reflects both the reduction in waste generated (-8%) and the increase in Group net revenues (+8%).



Looking at the breakdown of waste production by subsidiary, FIMO SAS generated 56% of all waste at the Group level in 2025 (in line with 2024), followed by FI.MO.TEC. S.p.A. with 31% (in line with 2024), WANHO with 13% (up from 7%) and FIMO INDIA with 0.4% (in line with 2024). The increase in

[10] Following an improvement process of the reporting system, the KPI "*Waste intensity*" was restated for 2024.

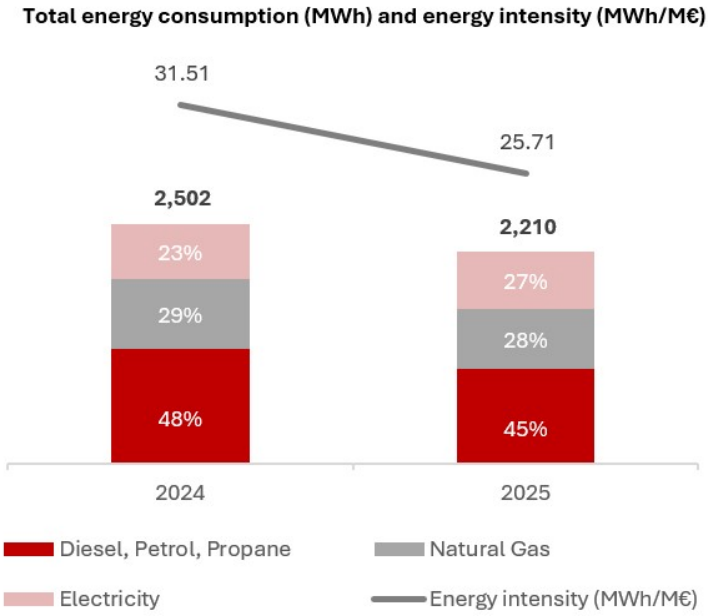
WANHO's waste reflects the closure of FIMO USA on 31 December 2024 and the relocation of its business activities to WANHO's site. As a result, FIMO USA generated no waste in 2025, while WANHO's waste generation increased correspondingly.

4.2. Energy consumption and GHG emissions management

FIMO Group recognizes energy efficiency and GHG emissions management as strategic priorities. In recent years, the Group has implemented significant initiatives to improve energy efficiency, such as:

- In July 2022, FI.MO.TEC. S.p.A. launched a major project focused on the installation and verification of electrical systems at its Brugherio site, covering : 1) electrical systems, including main distribution panels, specific panels for offices, production areas, warehouses, elevators, and special installations such as electric vehicle charging stations; 2) power distribution and lighting systems, which encompass the main power network, outgoing lines, and lighting for offices, warehouses, and production areas; 3) safety and communication systems, incorporating video surveillance, intercoms, structured cabling, and fire detection systems;
- In 2024, FI.MO.TEC. S.p.A. implemented an automated system to regulate heating and cooling devices at its Brugherio site to optimize energy use outside of working hours, and completed full LED lighting installation across the site;
- In 2025, the Group continued replacing petrol and diesel-powered vehicles with hybrid vehicles at FI.MO.TEC. S.p.A. and FIMO SAS, to reduce petrol and diesel consumption.

These initiatives collectively contribute to reducing the Group's energy consumption and associated GHG emissions.



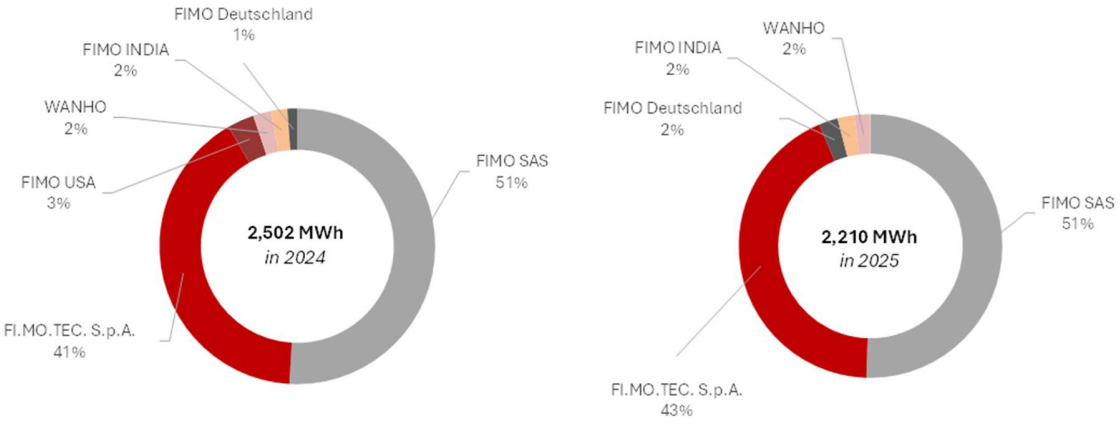
In 2025, FIMO Group recorded a 12% decrease in energy consumption compared to the previous year[11], going from 2,502 MWh in 2024[12] to 2,210 MWh in 2025. The reduction was driven by the decrease in petrol (-35%) and diesel (-10%) consumption, reflecting the progressive adoption of hybrid vehicles and reduced business travels at FI.MO.TEC. S.p.A. and FIMO SAS; and by the 14% decrease in natural gas consumption, primarily attributable to the 29% decrease recorded at FIMO SAS, due to the repair of a boiler failure and the closure of the Villefranche site.

As for energy sources, 45% of all energy consumed in 2025 came from diesel and petrol for vehicles (down from 48% in 2024), 28% from natural gas (down from 29% in 2024), and 27% from electricity (up from 23% in 2024). Propane consumption was negligible in 2025, as FIMO SAS primarily uses electric forklifts in its operations. Notably, nearly half of all energy consumption is vehicle-related, while production processes are not particularly energy-intensive, consisting primarily of assembly activities.

In 2025, FIMO SAS also purchased certified renewable electricity, accounting for 1% of the Group's total energy consumption (up from 0% in 2024). Considering only the Group's electricity consumption, the share of renewable electricity was 5% in 2025.

The Group's energy intensity decreased by 18% in 2025, from 31.51 MWh/M€ in 2024[13] to 25.71 MWh/M€ in 2025. This improvement reflects both the reduction in energy consumption (-12%) and the increase in Group net revenues (+8%).

Breakdown of energy consumption by subsidiary (MWh)



Of total energy consumption in 2025[14], FIMO SAS accounted for 51% (in line with 2024), followed by FI.MO.TEC. S.p.A. with 43% (up from 41% in 2024). The other three subsidiaries - FIMO INDIA, FIMO Deutschland and WANHO - accounted for 2% each. FIMO SAS and FI.MO.TEC. S.p.A. have higher

[11] On a like-for-like basis, i.e., excluding FIMO USA's data in 2024 (for which 2025 data are not available), the Group recorded a 9% decrease in energy consumption, from 2,424 MWh in 2024 to 2,210 MWh in 2025.
[12] Following an improvement process of the reporting system, the KPI "*Total energy consumption*" was restated for 2024.
[13] Following an improvement process of the reporting system, the KPI "*Energy intensity associated with activities in high climate impact sectors*" was restated for 2024.
[14] Regarding energy consumption in 2024 and 2025, 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 FIMO Deutschland (the German commercial subsidiary) had no electricity or natural gas consumption since it has no dedicated physical site, with three employees working remotely.

average energy consumption due to the nature of their business activities. Specifically, FIMO SAS is primarily engaged in the design, development, production, and installation of telecommunications infrastructures, while FI.MO.TEC. S.p.A. is primarily engaged in the design, production and marketing of fastening systems and technical products for installation, and realization of copper and optical wiring.

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

- ***Direct (Scope 1) GHG emissions***[15], which originate from sources (such as physical units or processes) owned or controlled by the organization. These emissions include, but are not limited to, CO2 emissions from fuel consumption.
- ***Indirect (Scope 2) GHG emissions***[16], 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.
- ***Indirect (Scope 3) GHG emissions***[17], which are a consequence of an organization's activities, but occur from sources not owned or directly controlled by the organization. Scope 3 GHG emissions can be divided into upstream and downstream GHG emissions, according to the GHG Protocol Corporate Accounting and Reporting Standard.

[15] The UK Government GHG Conversion Factors for Company Reporting – DEFRA 2024 were used to calculate Scope 1 GHG emissions.

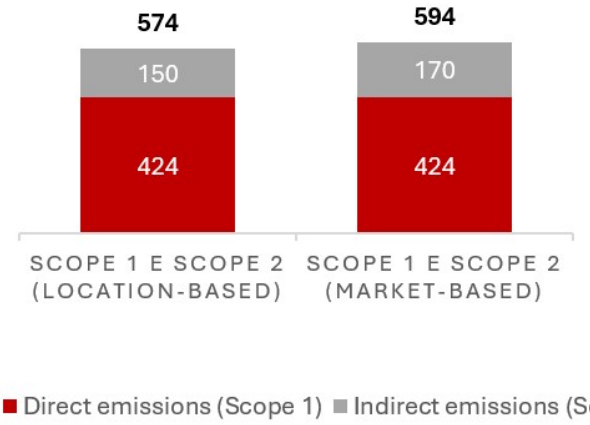
[16] The following emission factors have been used to calculate Scope 2 GHG emissions in 2024 and 2025:

- 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.

[17] The emission factors that have been used to calculate Scope 3 GHG emissions in 2025 are those published by:

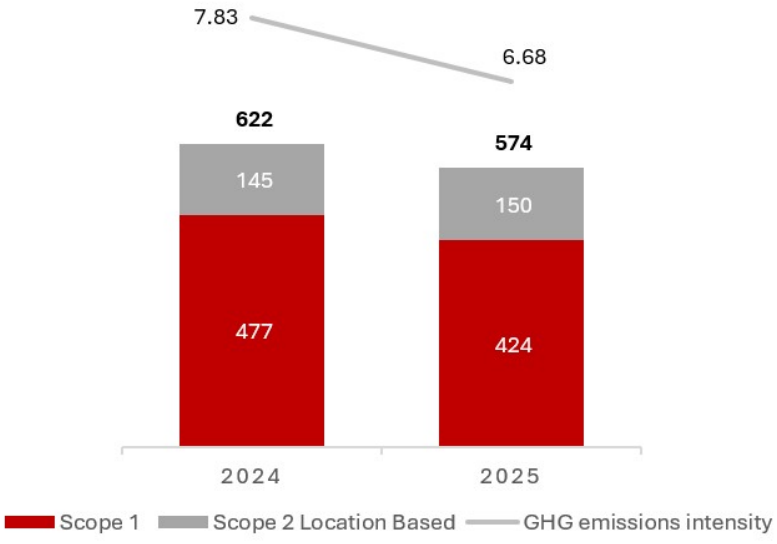
- Cat. 1 "Purchased goods and services": EcoInvent 3.12, Open CEDA
- Cat. 2 "Capital goods": Open CEDA
- Cat. 3 "Fuel and energy related activities": UK Department for Energy Security and Net Zero (DESNZ 2025)
- Cat. 4 "Upstream transportation and distribution": UK Department for Energy Security and Net Zero (DESNZ 2025), SeaRates website
- Cat. 5 "Waste generated in operations": EcoInvent 3.12
- Cat. 6 "Business travel": Open CEDA
- Cat. 7 "Employee commuting": UK Department for Energy Security and Net Zero (DESNZ 2025)
- Cat. 8 "Upstream leased assets": Open CEDA
- Cat. 9 "Downstream transportation and distribution": UK Department for Energy Security and Net Zero (DESNZ 2025), SeaRates website
- Cat. 11 "Use of sold products": Association of issuing bodies (AIB 2025)
- Cat. 12 "End of life treatment of sold products": UK Department for Energy Security and Net Zero (DESNZ 2025)

Breakdown of GHG emissions in 2025 (tCO2e)



In 2025, FIMO Group generated 574 tCO2e GHG emissions, considering direct Scope 1 GHG emissions and indirect location-based Scope 2 GHG emissions, and a total of 594 tCO2e, considering direct Scope 1 GHG emissions and indirect market-based Scope 2 GHG emissions. In both cases, over 70% of GHG emissions are attributable to Scope 1 emissions, which stem from diesel and petrol consumption for vehicles and natural gas, which represent the main energy sources used by the Group.

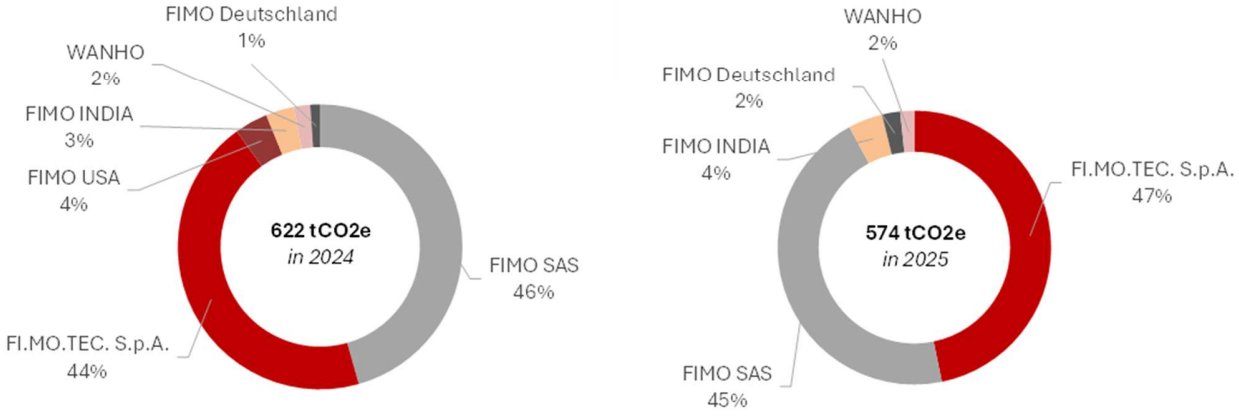
Scope 1 and location-based Scope 2 GHG emissions (tCO2e) and GHG emissions intensity (tCO2e/M€)



In 2025, FIMO Group recorded an 8% reduction in total Scope 1 and Scope 2 (location-based) GHG emissions compared to 2024[18], driven by the reduction in Scope 1 GHG emissions (-11%) resulting from decreased gasoline, diesel and natural gas consumption.

GHG emissions intensity (calculated by comparing total Scope 1 and Scope 2 (location-based) GHG emissions to net revenues) followed the same trend as overall GHG emissions, decreasing by 15% from 7.83 tCO2e/M€ in 2024[19] to 6.68 tCO2e/M€ in 2025. This improvement reflects both the 8% reduction in total Scope 1 and Scope 2 (location-based) GHG emissions and the 8% increase in Group net revenues.

Breakdown of Scope 1 and Scope 2 (location-based) GHG emissions by subsidiary



When looking at the breakdown of GHG emissions by subsidiary, FI.MO.TEC. S.p.A. and FIMO SAS account for the majority of total Scope 1 and Scope 2 (location-based) GHG emissions. Specifically, FI.MO.TEC. S.p.A. contributed 47% of these GHG emissions in 2025 (up from 44% in 2024), while FIMO SAS contributed 45% (down from 46% in 2024).

FIMO Group quantified for the first time its indirect Scope 3 GHG emissions related to FY2025 according to the GHG Protocol. This represents a significant milestone, enabling the Group to comprehensively map the GHG emissions generated across its upstream and downstream value chain, strengthen its understanding of the main areas of impact, and identify priority areas for intervention.

[18] Following an improvement process of the reporting system, the KPI "*Gross location-based Scope 2 GHG emissions*" was restated for 2024.
[19] Following an improvement process of the reporting system, the KPI "*GHG emissions intensity (Scope 1 + location-based Scope 2)*" was restated for 2024.

Scope 3 GHG emissions FY2025								
Category No.	Description	FIMO Group (tCO2e)	Incidence of Scope 3 categories (%)	Split by Group subsidiary:				
				FI.MO.TEC. S.p.A. (tCO2e)	FIMO SAS (tCO2e)	FIMO Deutschland (tCO2e)	FIMO India (tCO2e)	WANHO (tCO2e)
Cat. 1	Purchased goods and services	38,765	85.0%	3,114	4,423	-	5,221	26,007
Cat. 2	Capital goods	279	0.6%	157	72	-	51	-
Cat. 3	Fuel and energy related activities	127	0.3%	51	67	3	3	3
Cat. 4	Upstream transportation and distribution	2,627	5.8%	537	505	-	130	1,454
Cat. 5	Waste generated in operations	140	0.3%	46	67	-	0	27
Cat. 6	Business travel	148	0.3%	59	59	-	16	14
Cat. 7	Employee commuting	382	0.8%	62	176	-	53	90
Cat. 8	Upstream leased assets	160	0.4%	-	149	-	11	-
Cat. 9	Downstream transportation and distribution	2,303	5.1%	1,268	653	-	137	245
Cat. 10	Processing of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cat. 11	Use of sold products	281	0.6%	281	-	-	-	-
Cat. 12	End of life treatment of sold products	383	0.8%	7	5	-	7	363
Cat. 13	Downstream leased assets	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cat. 14	Franchises	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cat. 15	Investments	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Scope 3 GHG emissions		**45,594**	**100%**	**5,583**	**6,176**	**3**	**5,628**	**28,204**

As a starting point, FIMO Group conducted a preliminary analysis to assess the applicability of the 15 Scope 3 GHG emissions categories provided by the GHG Protocol based on the Group's activities. Following this analysis, the following categories were deemed not applicable: Category 10 (Processing of sold products), Category 13 (Downstream leased assets), Category 14 (Franchises), and Category 15 (Investments).

FIMO Group generated a total of 45,594 tCO2e Scope 3 GHG emissions in 2025, of which 93% were generated from upstream value chain activities (Category 1-8) and the remaining 7% from downstream value chain activities (Categories 9, 11 and 12). Overall, indirect Scope 3 GHG emissions represent approximately 99% of the Group's total GHG emissions in 2025, equal to 46,168 tCO2e (considering location-based Scope 2 GHG emissions).

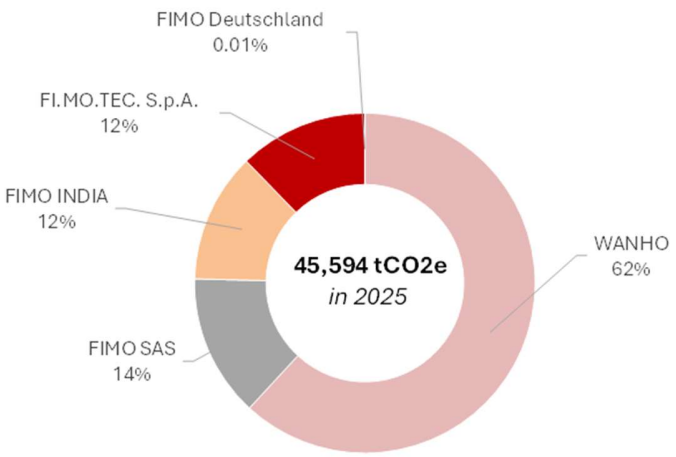
The largest share of Scope 3 GHG emissions is attributable to purchased goods and services (Category 1), which accounts for 85% of total Scope 3 emissions. This category mainly includes emissions associated with the production of raw materials, components and other goods purchased by FIMO Group.

Category 4 (Upstream transportation and distribution) is the second-largest source, accounting for 5.8% of total Scope 3 emissions. This category covers emissions from the transportation and distribution of goods purchased by FIMO Group, from suppliers to the Group's production sites and facilities, where transportation is performed by third parties and is not directly included in Scope 1 or Scope 2 GHG emissions.

Category 9 (Downstream transportation and distribution) is the third-largest source, accounting for 5.1% of total Scope 3 emissions. This category includes emissions associated with the transportation and distribution of FIMO Group's products to customers, where transportation is performed by third parties and is not directly accounted for within Scope 1 or Scope 2 GHG emissions.

The remaining Scope 3 GHG emissions are distributed across other relevant categories: capital goods (0.6%), fuel- and energy-related activities (0.3%), waste generated in operations (0.3%), business travel (0.3%), employee commuting (0.8%), upstream leased assets (0.4%), use of sold products (0.6%), and end-of-life treatment of sold products (0.8%).

Breakdown of Scope 3 GHG emissions by subsidiary



When looking at the breakdown of Scope 3 GHG emissions by subsidiary, WANHO accounts for the largest share of the Group's Scope 3 GHG emissions, representing 62% of total emissions. FIMO SAS, FIMO INDIA and FI.MO.TEC. S.p.A. account for 14%, 12% and 12%, respectively, while FIMO Deutschland accounts for only 0.01% of the Group total.

With respect to WANHO's total Scope 3 emissions, 92% stems from the purchase of goods and services, which is by far the most impactful category.

5. Responsibility of our products

FIMO Group is committed to developing products and solutions that combine quality, safety and innovation, while considering the specific requirements of their intended applications and installation environments.

Product development is supported by a continued focus on technical performance, functionality and design, including solutions designed to facilitate the integration of products into their surroundings. To support these objectives, the Group applies quality control systems across its production facilities, complemented by rigorous engineering methodologies and validation processes throughout the design and development of its products. These practices are aimed at maintaining consistent quality standards and supporting compliance with applicable industry standards and regulations.

5.1. Product quality, safety, and innovation

Main quality certifications and policies*

	FI.MO.TEC. S.p.A. **	FIMO SAS ***	FIMO INDIA	WANHO Manufacturing LLC
ISO 9001 (Quality management system)	✓	✓	✓	✓
Quality Policy	✓	✓	✓	✓

* Considering only subsidiaries with at least one operating site
** Including both the Brugherio and Pomezia sites
*** Including both the Saint Pierre du Perray and Arnas sites

The Group's commitment to product quality and safety is supported by the presence of certified quality management systems at all Group sites. FIMO SAS and WANHO obtained ISO 9001 certification for their quality management systems in 2025, while FI.MO.TEC. S.p.A. and FIMO INDIA had obtained ISO 9001 certification in previous years. These certifications reflect the Group's commitment to operational excellence, process standardization and continuous improvement, supporting consistent quality standards across its international operations. Furthermore, FIMO SAS complies with the applicable requirements of EN 1090, concerning the execution of steel and aluminium structures, and of ISO 3834, concerning quality requirements for fusion welding of metallic materials.

FI.MO.TEC. S.p.A. monitors and analyses customer satisfaction about its products and services in accordance with its Customer Satisfaction Assessment procedure, and using indicators such as complaints, delivery performance, commercial feedback and returns analysis. The resulting qualitative and quantitative data provide the parent company with a broader view of the quality of its products and services and help identify potential areas for improvement.

Similarly, FIMO SAS has a system in place to manage any non-conformities reported by customers and has changed its ERP to track all reported issues. With the aim of protecting customers' health and safety, FIMO SAS also provides installation and safety instructions with its products and offers on-site support upon request.

FIMO INDIA aims to prevent product defects and safety risks through quality controls, risk assessments, inspections, testing, process monitoring and employee training. It investigates complaints and non-conformities, takes corrective action and provides appropriate remedies where needed, while using customer feedback, research and development, and process improvements to enhance product quality, safety and performance. The effectiveness of these measures is assessed through quality indicators, audits and management reviews, while lessons learned are incorporated into procedures, controls and training to help prevent recurrence.

WANHO has a Business Continuity Plan designed to ensure that its most critical and time-sensitive operations continue with minimal disruption during emergencies, while providing reasonable protection for customers and their data.

The Group did not record any incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of its products and services in either 2024 or 2025.

In relation to product and process innovation, the Group continuously invests in research and development activities to improve the quality and technical features of its products. FIMO Group holds more than 35 active patents and submitted its 50th patent application in 2025. This milestone reflects the Group's long-term commitment to research and innovation.

In 2025, the Group's R&D capital expenditure (CAPEX) amounted to 1.16% of Group net revenues. R&D-related CAPEX mainly comprises capitalised personnel costs, patent-related costs, and investments in plant and machinery. Capitalised personnel costs depend on the number of R&D employees and the time they spend on activities eligible for capitalisation, patent-related costs reflect R&D activities carried out during the year, while investments in plant and machinery primarily concern moulds for the FIMO Components business unit to support growth and replace existing moulds. As for R&D operating expenditure (OPEX), which mainly comprises R&D personnel costs that are not capitalised, it amounted to 0.48% of Group net revenues in 2025.

5.2. Urban design

FIMO Group considers the integration of its products into urban and natural environments as part of its product development approach. The Group develops solutions intended to meet functional and technical requirements while taking into account the visual characteristics of their installation sites.

To reduce the visual impact of telecommunications installations, FIMO Group offers camouflage solutions including realistic tree pylons designed to resemble pines, cypresses, palms and sequoias, as well as pre-assembled or ready-to-install shrubs and hedges to give installations a more natural appearance.

For example, in September 2026, FIMO Group completed a telecommunications integration project on a historic building in Poleymieux-au-Mont-d'Or, near Lyon. To preserve the building's architectural identity, a professional artist hand-painted the finish to replicate the appearance of the existing façade. The project brought together technical expertise, precision finishing and attention to detail to integrate the telecommunications infrastructure into its surroundings.



Since some products may be installed in natural environments, they may interact with local ecosystems. In these cases, environmental risk mitigation measures are integrated into the production process to prevent or minimize potential impacts on nature and biodiversity. For example, pylons and artificial trees installed in natural environments may incorporate small openings or cavities that may serve as nesting sites for birds or other wildlife.

6. Responsible supply chain management and respect for human rights

Main supply chain certifications and policies*

	FI.MO.TEC. S.p.A. **	FIMO SAS ***	FIMO INDIA	WANHO Manufacturing LLC
PAS 24000 (Social responsibility management system)	✓	×	×	×
Group Human rights policy	✓	✓	✓	✓
Forced labor policy and/or child labor policy	✓	×	×	×

* Considering only subsidiaries with at least one operating site
** Including both the Brugherio and Pomezia sites
*** Including both the Saint Pierre du Perray and Arnas sites

FIMO Group recognizes the importance of efficient and responsible supply chain management in supporting business continuity and growth. Accordingly, the Group fosters strategic relationships with key suppliers and promotes the integration of social and environmental considerations into its supply chain practices.

In this context, the Group adopted a Human Rights Policy in August 2026 that establishes common principles and standards of conduct for all Group subsidiaries, covering dignity and equal opportunities, non-discrimination, the prohibition of forced labour, human trafficking and child labour, freedom of association, health and safety, fair working conditions, data protection, and respect for communities, the environment and stakeholders. Furthermore, FI.MO.TEC. S.p.A. obtained PAS 24000 certification for its social responsibility management system at both of its Italian sites in September 2025 and adopted specific policies against forced labour and child labour.

To support responsible supply chain management, FIMO Group introduced a vendor rating system covering suppliers of both products and services, providing a structured and transparent methodology for assessing and classifying suppliers, identifying areas for improvement, and supporting supplier relationship management. This vendor rating system has been applied at FI.MO.TEC. S.p.A. and FIMO SAS since 2025, while the process was also extended to FIMO INDIA and WANHO starting from January 2026, supporting a more consistent approach to supplier evaluation across the Group. The assessment process includes monthly evaluations and feedback, a dedicated evaluation dashboard, and supplier visits, and focuses on the following criteria:

- Process: general services, deliveries, order management;
- Punctuality: analysis of timeliness and communication on achieved levels;
- Price: analysis of price trends and fluctuations;
- Product: assessment of product quality and safety;
- Environmental Protection: assessment of environment practices, with particular attention to certifications.

Additionally, FIMO SAS' vendor rating has an extra criterion, which considers the safety measures implemented by the supplier.

The vendor rating systems provide a quantitative approach to ranking suppliers, where the total score for each supplier is calculated by weighting the score assigned to each category according to

their respective importance coefficients, 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. The classification also helps to identify suppliers with whom to intensify collaboration and those requiring improvement plans or replacement.

In 2025, prospective suppliers of FI.MO.TEC. S.p.A. and FIMO SAS were screened against on the following environmental, social, and governance criteria:

- Environmental criteria:
  - Environmental product certifications;
  - Use of recycled materials in the production process;
  - Presence of 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 respect for human rights, as well as a Risk Evaluation Document;
  - Presence of ISO 9001 certification for quality management systems;
  - Presence of ISO 45001 certification for occupational health and safety management systems;
  - Presence of PAS 24000 certification for social management systems.

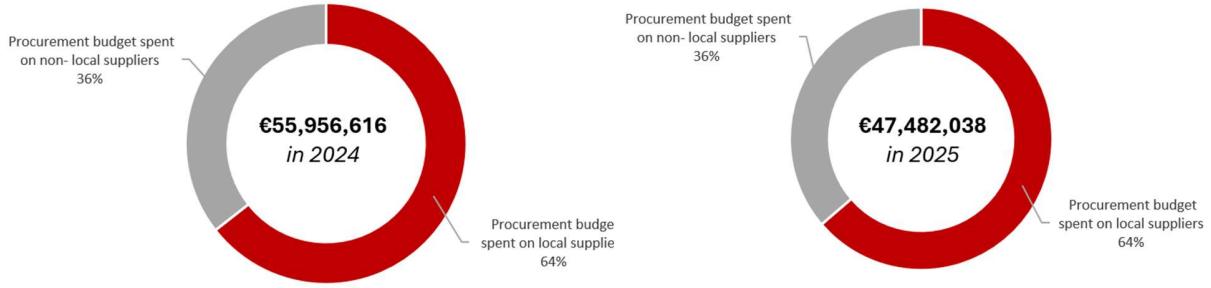
FI.MO.TEC. S.p.A. also incorporates human rights considerations, including those relating to forced or compulsory labour, into its supplier management processes, covering supplier qualification, documentation review and performance monitoring. Human rights criteria are considered in the qualification, evaluation and selection of suppliers, with particular attention to countries, product categories and forms of work potentially associated with higher risks. Furthermore, FIMO SAS requires each supplier to sign the Supplier and Subcontractor QSE Charter, which defines the organization's expectations regarding quality, safety, environmental protection and regulatory compliance. In 2025, FIMO SAS conducted audits at three selected suppliers to assess compliance with quality, safety, environmental and regulatory requirements.

Suppliers and business partners are expected to comply with the principles set out in FIMO Group's Human Rights Policy, cooperate transparently and implement corrective actions where required. The Group adopts a risk-based human rights due diligence process, including risk mapping, business partner assessments, contractual requirements, monitoring activities and corrective action plans, with the possibility of suspending or terminating business relationships in the most serious or repeated cases. If adverse human rights impacts are identified, the Group assesses and implements appropriate remedial measures and provides accessible and confidential reporting channels.

Based on its supplier qualification and monitoring processes, FI.MO.TEC. S.p.A. considers that none of its suppliers were at significant risk for incidents of forced or compulsory labour in 2025. However, further analysis is needed to assess the risks of forced or compulsory labour among the suppliers of the other Group subsidiaries.

FIMO Group also promotes the development of a local supply chain, by sourcing from suppliers near its operating and manufacturing sites. This approach supports local employment and can help reduce transport-related environmental impacts and increase operational flexibility.

Proportion of spending on local suppliers



FIMO Group's total spending with suppliers amounted to €47,482,038 in 2025, down 15% from 2024. This was mainly due to a 36% decrease in spending at FIMO SAS, where lower revenue was accompanied by lower spending on purchased materials. In 2025, 64% of procurement spending went to suppliers located in the same country as the Group subsidiary making the purchase, in line with 2024. In particular, FIMO INDIA spent 98% of its procurement budget towards suppliers located in India in 2025 (slightly down from 99% in 2024), followed by FI.MO.TEC. S.p.A.[20] with 91% towards suppliers located in Italy (up from 88% in 2024), FIMO SAS with 68% towards suppliers located in France (down from 74% in 2024) and WANHO Manufacturing LLC with 39% towards suppliers located in the US (in line with 2024).

[20] Data on the proportion of spending on local suppliers for FI.MO.TEC. S.p.A. cover only the Brugherio (MB) site, which is considered the significant location of operation for this indicator, while the Pomezia site is excluded.

7. Responsibility towards people

Main social certifications and policies*

	FI.MO.TEC. S.p.A. **	FIMO SAS ***	FIMO INDIA	WANHO Manufacturing LLC
UNI/PdR 125 (Gender equality management system)	✓	×	×	×
PAS 24000 (Social responsibility management system)	✓	×	×	×
ISO 45001 (Occupational health and safety management system)	✓	✓	✓	×
Group Human rights policy	✓	✓	✓	✓
Forced labor policy and/or child labor policy	✓	×	×	×
Anti-harassment Code of Conduct and Declarations (including zero-tolerance for harassment, freedom of association and collective bargaining)	✓	×	×	×

* Considering only subsidiaries with at least one operating site
** Including both the Brugherio and Pomezia sites
*** Including both the Saint Pierre du Perray and Arnas sites

The Group is committed to protecting workers' rights, preventing any form of discrimination, and fostering an inclusive work environment. Through structured procedures, FIMO Group supports fair and respectful treatment across all its locations, adopting a zero-tolerance policy towards harassment, forced and child labour, and is committed to promoting freedom of association and collective bargaining. The Group also promotes a safe and healthy working environment by implementing measures to prevent work-related injuries and risks and by raising employees' awareness of health and safety. Furthermore, the Group 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 September 2025, the parent company FI.MO.TEC. S.p.A. obtained the PAS 24000 certification for social responsibility, reflecting its commitment to respecting human and labour rights. FI.MO.TEC. S.p.A. also has a UNI/PdR 125-certified gender equality management system since December 2024, and an ISO 45001-certified occupational health and safety management system since March 2026. The latter was also implemented at FIMO SAS in 2025 and at FIMO INDIA in 2026. These certifications and management systems support the Group's approach to promoting fair working conditions, equal opportunities, and the health and safety of its workers.

As part of the process to obtain the PAS 24000 certification, FI.MO.TEC. S.p.A. has also established a Guiding Committee ("*Comitato Guida*") responsible for overseeing the social management system and its implementation, including compliance with applicable requirements. The Committee promotes awareness and training on human rights, monitors social performance and related risks, including child and forced labour, and supports the allocation of adequate resources for the effective functioning of the system. Furthermore, in July 2026 FIMO Group established a Social Performance Team as part of the SA8000 certification process. The team is composed of a balanced and elected representation of employees, which contributes to defining social policies, identifying risk, monitoring performance and managing complaints.

7.1. Diversity and equal opportunities

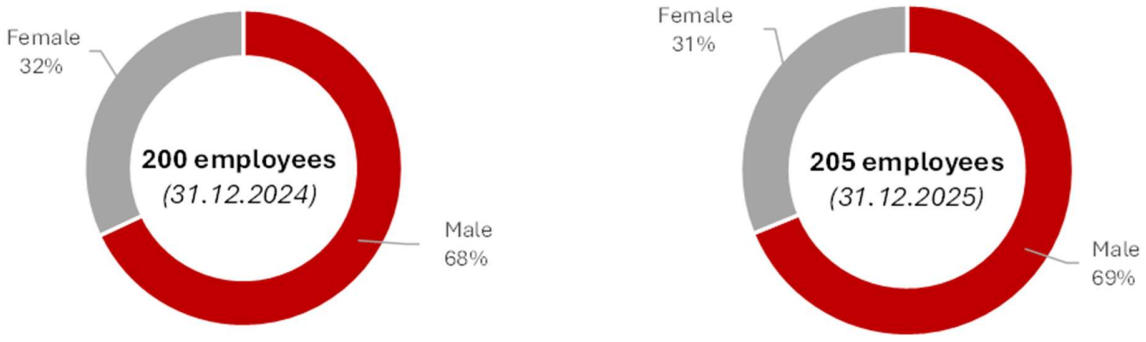
FIMO Group is committed to promoting equal opportunities in the workplace, including through fair recruitment practices, and a working environment that respects diversity and non-discrimination.

Following the achievement of the UNI/PdR 125 certification in December 2024, as a testament to its ongoing commitment, the parent company FI.MO.TEC. S.p.A. conducted a targeted survey focused on Diversity, Equity & Inclusion (DE&I), 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 conducted, FI.MO.TEC. S.p.A. adopted a PAS 24000-certified social management system in September 2025, while the Group aims to adopt a SA 8000-certified social management system ("Social Accountability") at FI.MO.TEC. S.p.A. by 2026 and extend it to FIMO SAS and FIMO INDIA by 2027[21], with the objective of promoting ethical working conditions and improving its social responsibility through the attestation of an independent and accredited third party. To this end, FI.MO.TEC. S.p.A. has published "SA 8000:2014 disclosure" on its website, through which it informs all stakeholders that it has undertaken the process aimed at obtaining SA 8000 certification and demonstrates its commitment to collaborating with suppliers, partners and stakeholders so that they, in full compliance with the principles of the SA 8000 standard, adopt behaviours and practices consistent with the concept of Social Responsibility.

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

Breakdown of number of employees by gender



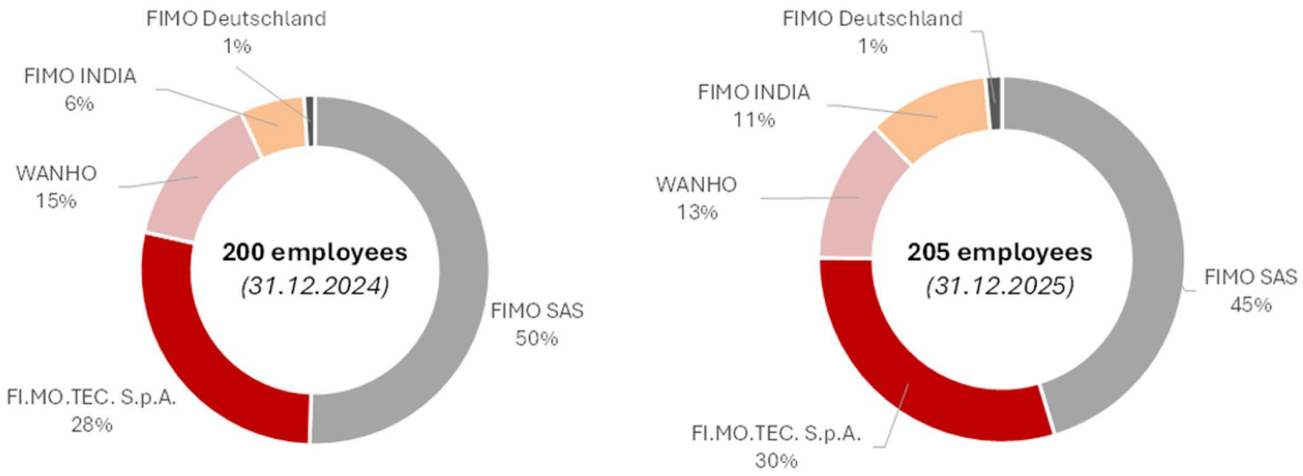
[21] Following an in-depth internal assessment and external market analysis, the Group has deemed it more relevant to pursue SA 8000 certification at Group level instead of extending PAS 24000 certification to the other subsidiaries, as originally formalized in its ESG roadmap. While SA 8000 and PAS 24000 share the same core topics and objectives in line with FIMO Group's social responsibility and human rights commitments, the choice of SA 8000 reflects its broader international recognition and its suitability for the Group's global footprint, ensuring consistency and credibility across markets. Furthermore, the Group has decided not to pursue the ISO 30415 certification ("*Human resource management — Diversity and inclusion*") to avoid substantial overlaps with current frameworks without generating significant added value, since DE&I topics are already covered in existing management systems (i.e., UNI/PdR 125 and PAS 24000 in Italy) and will be further examined following the achievement of the SA 8000 certification.

In 2025, the Group recorded a 2.5% increase in the number of employees, growing from 200 employees as of 31 December 2024 to 205 as of 31 December 2025. 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 of 31 December 2025 (69%), while women account for the remaining 31% of employees.

When looking solely at the Group's Top Management, 1 of the 8 members is a woman (13%), in line with 2024.

Additionally, as of 31 December 2025, the Group employed a total of 4 employees with disabilities, 2 working at FI.MO.TEC. S.p.A. and 2 at FIMO SAS, representing 2% of the Group's workforce (slightly lower than 2.5% at the end of 2024).

Breakdown of number of employees by subsidiary

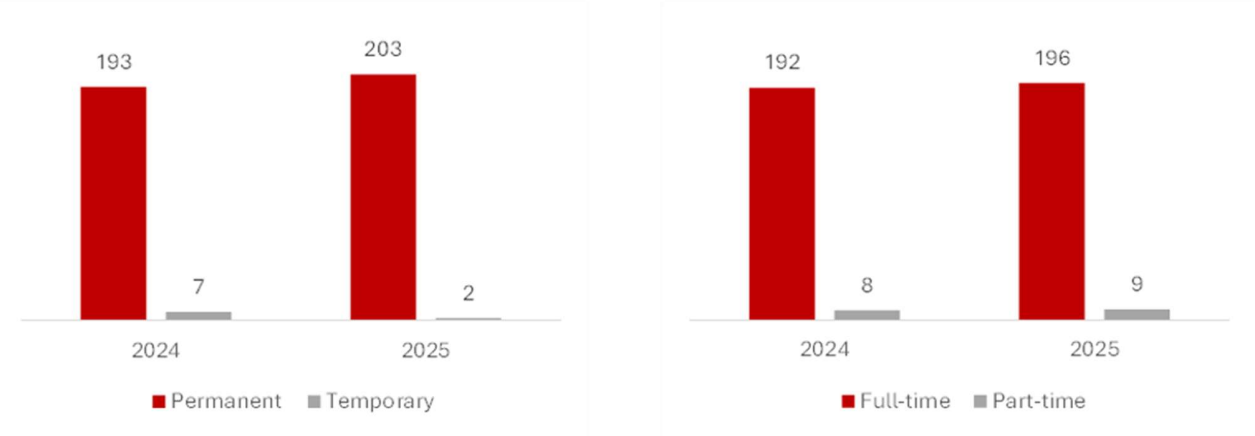


At the end of 2025, 45% of the Group's employees were employed by the French subsidiary FIMO SAS (down from 50% at the end of 2024), 30% by the Italian parent company FI.MO.TEC. S.p.A. (up from 28% in 2024), 13% by WANHO (down from 15% in 2024), 11% by FIMO INDIA (up from 6% in 2024) and 1% by FIMO Deutschland (in line with 2024)[22].

The Group also relies on a limited number of non-employee workers, precisely 14 agency workers in 2025 (down from 24 in 2024), of which 9 were engaged by FIMO SAS and 5 by WANHO. These non-employees work mainly in the production and logistics functions. The 42% decrease in the number of non-employee workers recorded in 2025 is primarily due to a decrease in the production levels and the direct hiring of agency workers at FIMO SAS.

[22] 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 December 2024.

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



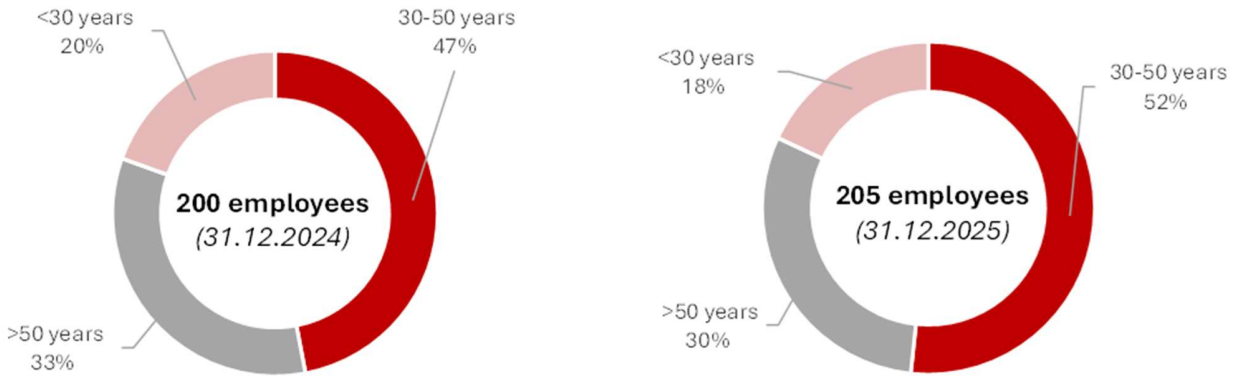
In line with the Group's commitment to creating lasting relationships with workers, FIMO Group favours using permanent and full-time contracts for its employees.

At the end of 2025, 203 employees were on a permanent contract, accounting for 99% of all employees (up from 97% at the end of 2024), and only 2 employees were on temporary contracts (down from 7 at the end of 2024).

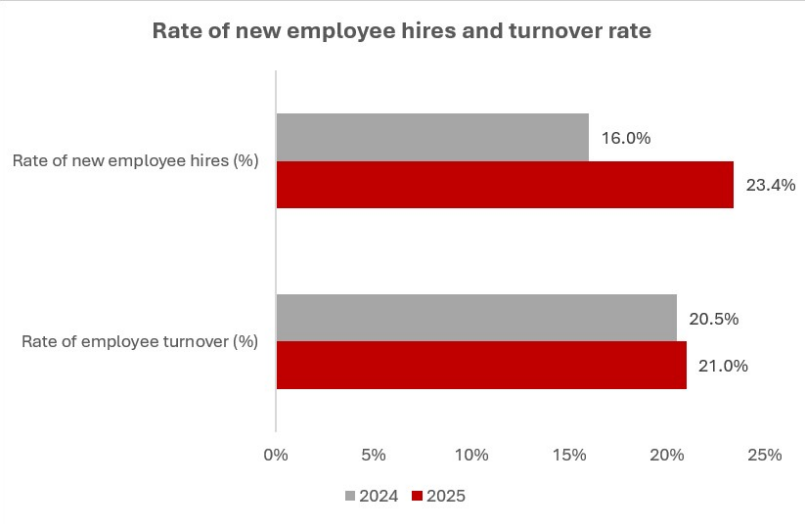
Additionally, 196 employees were on a full-time contract, representing 96% of all employees (in line with 2024), while the other 9 employees were on part-time contracts and employed by FI.MO.TEC. S.p.A., FIMO SAS and WANHO.

There were no employees with non-guaranteed hours as of 31 December 2025, in line with the previous year.

Breakdown of employees by age range



At the end of 2025, 52% of employees were between the ages of 30 and 50 (up from 47% at the end of 2024), followed by the over 50 years old at 30% (down from 33% in 2024), and those under 30 at 18% (down from 20% in 2024).



The Group recorded 48 employee hires in 2025, resulting in a rate of new employee hires of 23.4% in 2025 (up from 16% in 2024), and 43 employee departures, resulting in a turnover rate of 21% (substantially in line with 20.5% in 2024). These rates were mainly influenced by the number of employee hires (23) and departures (31) recorded at the French subsidiary, due to the substitution of resigning employees, internal reorganization and layoffs. These figures were further influenced by 15 new employee hires and 5 voluntary departures recorded at FIMO INDIA. Since the rate of new employee hires in 2025 was higher than the turnover rate, the Group's workforce increased as of 31 December 2025 compared to the end of 2024 (+5 employees).

The Group declares that there were no incidents of severe human rights impacts within the workforce in 2025 (in line with 2024) and no incidents of discrimination (compared to 1 complaint recorded at FIMO SAS in 2024[23]).

As part of FI.MO.TEC. S.p.A.'s gender equality management system, the Italian parent company also monitors career development opportunities by gender, parental leave and work-life balance, as well as the gender pay gap by job role, in line with the principles underpinning the existing social certifications, namely UNI/PdR 125 and PAS 24000.

7.2. Employee wellbeing, training and adequate working conditions

Employee wellbeing is monitored at each subsidiary mainly through regular exchanges between employees and managers, as well as through the annual climate survey. Employees can also present concerns and suggestions through their representatives, including dedicated teams in Italy and France, supporting ongoing dialogue between employees and management. Relevant concerns and suggestions are then escalated to the management team with the HR department supervising the process.

[23] 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 committed to ensuring that similar events will not occur in the future.

Since 2023, FIMO Group has launched 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 is 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.

FIMO Group is committed to promoting the well-being of employees by fostering work-life balance and promoting welfare initiatives across Group locations. Among the main benefits offered by the Group subsidiaries are:

- FI.MO.TEC. S.p.A.: meal vouchers, annual production/results bonus, smart working up to 2 days a week, and flexible working hours;
- FIMO SAS: meal vouchers, health insurance, gift vouchers, smart working[24] 1 day per week, with the opportunity to extend it to 2 days, remote working allowance, company car and additional leave for family-related events;
- FIMO INDIA: Provident Fund (PF), Employees' State Insurance (ESI), gratuity, paid annual leave, maternity leave, paternity leave, medical insurance/health benefits, accident insurance, canteen facilities, and transportation support (where applicable);
- WANHO Manufacturing LLC: employer-paid life insurance, medical/dental/vision care coverage, and retirement account.

As regards professional and career development, FIMO Group assesses and monitors employee performance during the annual performance and career review cycle, where managers and employees discuss performance, development opportunities, career goals and any other concerns of the employee.

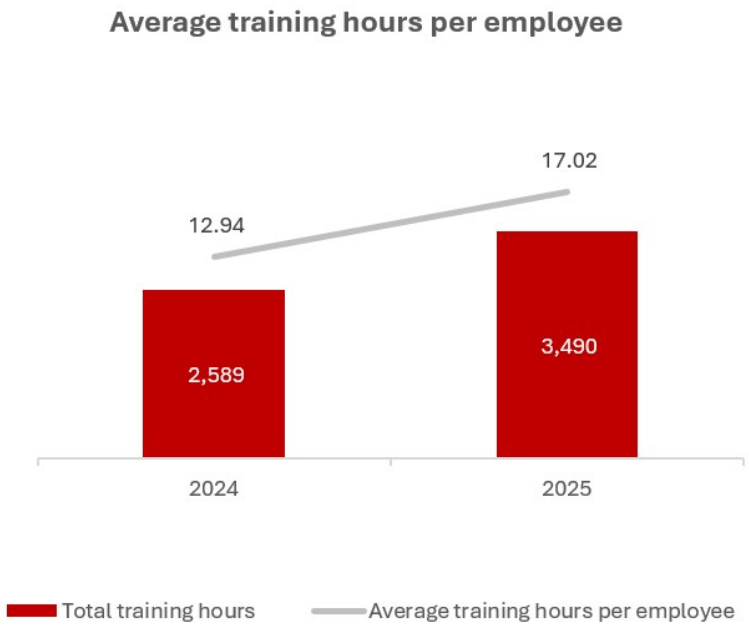
In 2025, one of FIMO Group's key achievements was the full consolidation of its Talent Management process, including Performance Calibration activities in Italy and France. This initiative enhanced the Group's ability to recognize and develop talent, while supporting long-term workforce planning and leadership development. The Group is also finalizing the formalization of succession plans for management team members, with the aim of strengthening leadership continuity.

The Performance Calibration process involved structured discussions among managers to align performance ratings and identify individual development priorities. Using tools such as the 9-Box Grid, the Group mapped out performance and potential across teams and identified key leadership indicators.

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 people 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.

[24] At FIMO SAS, smart-working and the right to disconnect are formalized and regulated by specific written documents.

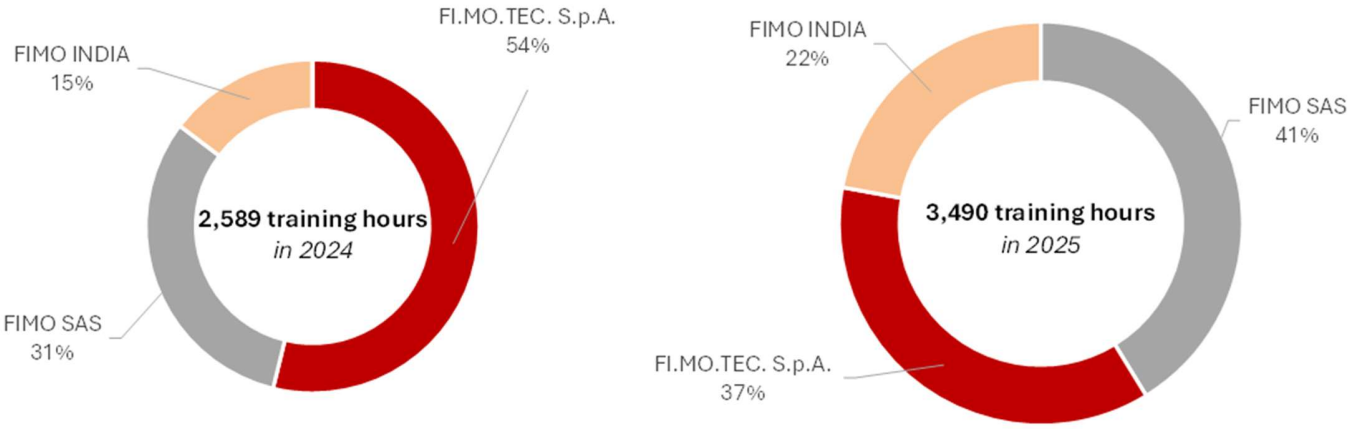
FIMO Group also provides targeted training initiatives aimed at strengthening professional skills and supporting employees' growth. Specifically, the Group introduced the FIMO Academy in 2025, an online platform providing training courses to the Group's employees.



In 2025, the Group provided a total of 3,490 training hours to its employees (resulting in 17.02 average annual training hours per employee), an increase of 35% compared to 2,589 hours provided in 2024 (equal to 12.94 average annual training hours per employee). This growth is primarily attributable to the increase recorded at FIMO SAS (+625 training hours), due to a higher number of training initiatives (mandatory training, technical upskilling and internal development programs) and improved tracking of training hours, as well as to the increase recorded at FIMO INDIA (+392 training hours), due to the increase in the number of employees.

Among the main training activities provided in 2025 were AI workshops, human rights and PAS 24000 training, team coaching and leadership training, and ISO 45001 training.

Breakdown of training hours provided by subsidiary



Looking at the breakdown of training hours provided by subsidiary, FIMO SAS increased its share to 41% in 2025 (up from 31% in 2024), followed by FI.MO.TEC. S.p.A. with 37% (down from 54% in 2024) and FIMO INDIA with 22% (up from 15% in 2024). On the other hand, although WANHO does train all its employees, it currently does not record training hours provided to each employee and therefore did not report data for either 2024 or 2025, while FIMO Deutschland did not provide any training hours in 2024 or 2025.

As regards the adoption of artificial intelligence, FIMO Group is progressively integrating AI-based tools into its business activities to support higher-value tasks, increase employee productivity and reduce the time spent carrying out repetitive and operational tasks. In 2025, AI-based tools spending represented 0.03% of annual revenues at Group level, for a total expenditure of €22,535 incurred by FI.MO.TEC. S.p.A., including AI software licenses and training courses. Specifically, the Group began providing training courses to its employees on the use of artificial intelligence (e.g., AI workshops) to develop the technical skills required to adopt AI-based tools in daily operations.

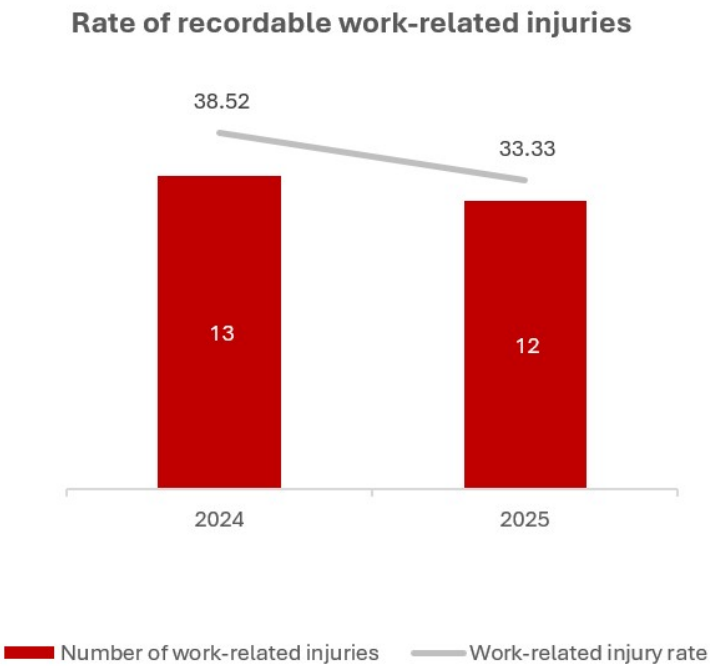
7.3. Occupational health and safety

The protection of health and safety in the workplace is a core value of FIMO Group's corporate responsibility. In line with principles of continuous improvement, the Group has implemented and reinforced several initiatives aimed at preventing accidents and ensuring a safe environment for all employees.

In 2025, a major achievement was the obtainment of the ISO 45001 certification for the occupational health and safety management systems at FIMO SAS in December 2025, while the same certification was achieved also at FI.MO.TEC. S.p.A. and FIMO INDIA in March and April 2026, respectively. The Group plans to obtain the ISO 45001 certification also at the US site of WANHO Manufacturing LLC by 2026, to cover all Group production sites.

At the same time, the Group continued its structured efforts to monitor and reduce the frequency and severity rate of work-related injuries at the French site in Arnas, reflecting a strategic vision focused on proactive risk management.

At the end of 2025, 99% of all Group employees were covered by health and safety management systems (in line with the end of 2024), as evidenced by the ISO 45001-certified occupational health and safety management systems in France, 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*") at FI.MO.TEC. S.p.A., as well as the implementation of site-specific policies on health and safety, and compliance with all relevant local and national regulations. Only the three employees of the commercial subsidiary FIMO Deutschland who work remotely were not covered by a health and safety management system in 2025.



In 2025, the Group recorded 12 work-related injuries (all involving employees), a decrease of 8% compared to 13 work-related injuries recorded in 2024 (12 related to employees and 1 related to non-employees). The majority of work-related injuries in 2025 were recorded at FIMO SAS (9, down from 12 in 2024), 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. In addition, 2 injuries were recorded at FI.MO.TEC. S.p.A. (up from 0 in 2024) and 1 injury at WANHO (in line with 2024). The decrease in work-related injuries at FIMO SAS is mainly attributable to increased health and safety training and the implementation of relevant activities following the adoption of the ISO 45001-certified occupational health and safety management system (e.g., identification of potential health and safety risks).

At the same time, hours worked by employees and non-employees increased by 7% in 2025 (360,048 hours compared to 337,488 in 2024). As a result, the Group recorded a rate of recordable work-

related injuries equal to 33.33 per 1,000,000 hours worked[25], a 13% decrease compared to 38.52 in 2024. On the other hand, days lost due to work-related injuries increased from 152 in 2024 to 222 in 2025, entirely attributable to the 2 injuries recorded at FI.MO.TEC. S.p.A., which resulted in 168 days lost[26].

In 2024 and 2025 the Group recorded no cases of work-related ill health or fatalities, nor any cases of high-consequence work-related injuries.

[25] 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".
[26] The 2 work-related injuries recorded by FI.MO.TEC. S.p.A. in 2025 concerned an employee at the Brugherio site who suffered a fractured foot (resulting in 122 days lost) and an employee at the Pomezia site who suffered a sprained ankle (resulting in 46 days lost).

Annexes[27]

ESRS GOV 1: Composition and diversity of the Board of Directors[28]						
	31 December 2024			31 December 2025		
	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.	**2024**	**2025**
Total energy consumption from fossil sources	MWh	2,502	2,181
Total energy consumption from nuclear sources;	MWh	0	0
Total energy consumption from renewable sources disaggregated by:	MWh	0	29
- *fuel consumption for renewable sources including biomass*	*MWh*	*0*	*0*
- *consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources*	*MWh*	*0*	*29*
- *consumption of self-generated non-fuel renewable energy*	*MWh*	*0*	*0*
Total energy consumption[29]	**MWh**	**2,502**	**2,210**

ESRS E1-5: Total energy consumption from fossil sources			
	U.o.M.	**2024**	**2025**
Fuel consumption from coal and coal products	MWh	0	0
Fuel consumption from crude oil and petroleum products	MWh	1,172	985
Fuel consumption from natural gas	MWh	728	626
Fuel consumption from other fossil sources	MWh	21	0.01
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	581	570
Total energy consumption from fossil sources	**MWh**	**2,502**	**2,181**

[27] The US subsidiary Fimo USA closed on 31.12.2024 and its business activities were moved to WANHO's site, therefore its 2025 ESG data are not available.
[28] The composition and diversity of the Board of Directors refer exclusively to the Board of the parent company FI.MO.TEC. S.p.A.
[29] Following an improvement process of the reporting system, the KPI "*Total energy consumption*" was restated for 2024.

ESRS E1-5: Energy intensity associated with activities in high climate impact sectors			
	U.o.M.	**2024**	**2025**
Energy consumption	MWh	2,502	2,210
Net revenues[30]	€M	79.39	85.96
Energy intensity associated with activities in high climate impact sectors[31]	**MWh/€M**	**31.51**	**25.71**

ESRS E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions			
	U.o.M.	**2024**	**2025**
Gross Scope 1 GHG emissions	tCO_{2e}	477	424
Gross location-based Scope 2 GHG emissions[1]	tCO_{2e}	145	150
Gross market-based Scope 2 GHG emissions[1]	tCO_{2e}	164	170
Gross Scope 3 GHG emissions	tCO_{2e}	N/A	45,594
Total GHG emissions (Scope 1 + location-based Scope 2)	**tCO_{2e}**	**622**	**574**
Total GHG emissions (Scope 1 + market-based Scope 2)	**tCO_{2e}**	**641**	**594**
Total GHG emissions (Scope 1 + location-based Scope 2 + Scope 3)	**tCO_{2e}**	**N/A[1]**	**46,168**
Total GHG emissions (Scope 1 + market-based Scope 2 + Scope 3)	**tCO_{2e}**	**N/A**	**46,188**

[30] Following an improvement process of the reporting system, "*Net revenues*" were restated for 2024.
[31] Following an improvement process of the reporting system, the KPI "*Energy intensity associated with activities in high climate impact sectors*" was restated for 2024.

ESRS E1-6: GHG intensity based on net revenue			
	U.o.M.	**2024**	**2025**
Net revenues	€M	79.39	85.96
GHG emissions intensity (Scope 1 + location-based Scope 2)[32]	**tCO2e/€M**	**7.83**	**6.68**
GHG emissions intensity (Scope 1 + market-based Scope 2)[33]	**tCO2e/€M**	**8.07**	**6.91**
GHG emissions intensity (Scope 1 + location-based Scope 2 + Scope 3)	**tCO2e/€M**	**N/A**[34]	**537.09**
GHG emissions intensity (Scope 1 + market-based Scope 2 + Scope 3)	**tCO2e/€M**	**N/A**	**537.33**

ESRS E5-4: Resource inflows			
	U.o.M.	**2024**	**2025**
Total weight of products and technical and biological materials used	**Tons**	**5,418**	**9,697**
- *of which, percentage of biological materials*	*%*	*0%*	*0%*
- *of which, secondary reused or recycled components, secondary intermediary products and secondary materials used*	*%*	*16%*	*9%*

ESRS E5-5: Resource outflows			
Waste	**U.o.M.**	**2024**	**2025**
FIMO SAS	tons	141	130
FI.MO.TEC. S.p.A.	tons	79	72
WANHO Manufacturing LLC	tons	18	30
FIMO USA	tons	15	N/A
FIMO INDIA	tons	1	1
FIMO Deutschland GmbH	tons	-	-
Total amount of waste generated	**tons**	**254**	**233**

[32] Following an improvement process of the reporting system, the KPI "*GHG emissions intensity (Scope 1 + location-based Scope 2)*" was restated for 2024.
[33] Following an improvement process of the reporting system, the KPI "*GHG emissions intensity (Scope 1 + market-based Scope 2)*" was restated for 2024.
[34] For GHG emissions intensity, including Scope 3 emissions, N/A was reported for 2024 because Scope 3 emissions were calculated only for 2025. As Scope 3 emissions accounted for approximately 99% of total GHG emissions in 2025, the 2024 figure is not comparable with 2025 data.

ESRS S1-6: Total number of employees by head count and breakdowns by gender and by country[35]						
	31 December 2024			31 December 2025		
	Male	Female	Total	Male	Female	Total
France	84	17	**101**	76	17	**93**
Italy	23	33	**56**	26	35	**61**
United States	16	13	**29**	16	10	**26**
India	11	1	**12**	20	2	**22**
Germany	2	0	**2**	3	0	**3**
Total number of employees	**136**	**64**	**200**	**141**	**64**	**205**

ESRS S1-6: Total number of employees by head count by employment contract and breakdown by gender						
	31 December 2024			31 December 2025		
	Male	Female	Total	Male	Female	Total
Permanent employees	131	62	**193**	139	64	**203**
Temporary employees	5	2	**7**	2	0	**2**
Non-guaranteed hours employees	0	0	**0**	0	0	**0**
Total number of employees	**136**	**64**	**200**	**141**	**64**	**205**

[35] 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 by contract type and breakdown by gender						
	31 December 2024			31 December 2025		
	Male	Female	Total	Male	Female	Total
Full-time employees	134	58	**192**	136	60	**196**
Part-time employees	2	6	**8**	5	4	**9**
Total number of employees	**136**	**64**	**200**	**141**	**64**	**205**

ESRS S1-6: Total number of employees who have left the undertaking and rate of employee turnover		
	2024	2025
Number of employees who have left the Group	**41**	**43**
Rate of employee turnover	**20.5%**	**21.0%**

ESRS S1-7: Total number of non-employees in the undertaking's own workforce		
	31 December 2024	31 December 2025
Self-employed people	**0**	**0**
People provided by undertakings primarily engaged in employment activities	**24**	**14**

ESRS S1-9: Gender distribution in number and percentage at top management level		
	31 December 2024	31 December 2025
Members of the Top Management Team	8	8
Female members of the Top Management Team	1	1
Gender ratio at the Top Management level	**13%**	**13%**

ESRS S1-9: Distribution of employees by age group								
	31 December 2024				31 December 2025			
	<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	39	94	67	**200**	37	106	62	**205**
Ratio	**20%**	**47%**	**33%**	**100%**	**18%**	**52%**	**30%**	**100%**

ESRS S1-12: Percentage of employees with disabilities with a breakdown by gender						
	31 December 2024			31 December 2025		
	Male	Female	Total	Male	Female	Total
Number of employees with disabilities	1	4	**5**	1	3	**4**
Percentage of employees with disabilities	**0.7%**	**6.3%**	**2.5%**	**0.7%**	**4.7%**	**2.0%**

ESRS S1-13 Average number of training hours per employee and by gender		
	2024	2025
Male	13.84	19.82
Female	11.04	10.88
Average number of training hours per employee	**12.94**	**17.02**

ESRS S1-14: Health and safety metrics			
	U.o.M.	2024	2025
% of workforce covered by health and safety management systems [36]	%	99.0%	98.5%
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.	13	12
Number of hours worked by workforce	n.	337,488	360,048
Rate of recordable work-related accidents[37]	n.	38.52	33.33
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.	152	222
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.	2024	2025
Incidents of discrimination, including harassment	n.	1	0
Complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms)	n.	1	0
Total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above	€	0	0

ESRS S1-17: Identified cases of severe human rights incidents			
	U.o.M.	2024	2025
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

[36] In the percentage of workforce covered by health and safety management systems, only employees are considered. Both in 2024 and 2025, only the employees of the commercial subsidiary FIMO Deutschland who work remotely are not covered by a health and safety management system.

[37] 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".

ESRS G1-3: Prevention and detection of corruption and bribery[38]		
	31 December 2024	**31 December 2025**
Number of functions at risk of corruption and bribery	16	18
Percentage of functions at risk trained on corruption and bribery	**0%**	**0%**
Members on the Board of Directors for all Group's subsidiaries	13	13
Percentage of Board members trained on corruption and bribery	**0%**	**0%**

ESRS G1-4: Incidents of corruption or bribery		
	2024	**2025**
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**

[38] Although no specific training on corruption or bribery topics was provided in either 2024 or 2025, Board members are aware of the anti-corruption safeguards already in place across the Group.

GRI 2-27: Compliance with laws and regulations			
	U.o.M.	**2024**	**2025**
Significant instances of non-compliance with laws and regulations	**n.**	**0**	**0**
- *Instances for which fines were incurred*	*n.*	*0*	*0*
- *Instances for which non-monetary sanctions were incurred*	*n.*	*0*	*0*
Total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	n.	0	0
- *Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period*	*n.*	*0*	*0*
- *Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods*	*n.*	*0*	*0*
Monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	**€**	**0**	**0**
- *Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period*	*€*	*0*	*0*
- *Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods*	*€*	*0*	*0*

GRI 201-1: Direct economic value generated and distributed			
	U.o.M.	**2024**	**2025**
Direct economic value generated	**k€**	**85,213**	**88,466**
Economic value distributed	**k€**	**77,065**	**80,440**
-Of which, operating costs	*k€*	*56,571*	*61,942*
-Of which, employee wages and benefits	*k€*	*15,308*	*14,733*
-Of which, payments to providers of capital	*k€*	*3,622*	*3,116*
-Of which, payments to government	*k€*	*1,564*	*649*
-Of which, community investments	*k€*	*0*	*0*
Economic value retained	**k€**	**8,148**	**8,026**

GRI 204-1: Proportion of spending on local suppliers		
	2024	**2025**
FI.MO.TEC. S.p.A. *(Italy)*	88%	91%
FIMO SAS *(France)*	74%	68%
FIMO INDIA *(India)*	99%	98%
WANHO Manufacturing LLC *(United States)*	39%	39%
Group	**64%**	**64%**

GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services		
	2024	**2025**
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
Total	**0**	**0**

GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data		
	2024	**2025**
Total number of substantiated complaints 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
Total	**0**	**0**

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

KPIs	Disclosure Requirement and related datapoint	Page
Energy consumption and GHG emissions management		
ESRS E1 Climate Change	E1-5 – Energy consumption and mix (Paragraphs 37, 38, 40)	29-31; 52-53
	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions (Paragraphs 44.a-b-c, 53)	31-35; 53-54
Sustainable product design and circular economy		
ESRS E5 Resource use and circular economy	E5-4 – Resource inflows (Paragraph 31.a-c)	27; 54
	E5-5 – Resource outflows (Paragraph 37.a)	28-29; 54
Employee wellbeing, training and adequate working conditions		
ESRS S1 Own Workforce	S1-6 – Characteristics of the undertaking's employees (Paragraph 50.c)	46; 56
	S1-13 – Training and skills development metrics (Paragraph 83.b)	48-49; 57
Diversity and equal opportunities		
ESRS 2 General disclosures	GOV-1 – The role of the administrative, management and supervisory bodies (Paragraph 21.d)	23; 52
ESRS S1 Own Workforce	S1-6 – Characteristics of the undertaking's employees (Paragraphs 50.a-b, d-e, 51, 52)	43-45; 55-56
	S1-7 – Characteristics of non-employees in the undertaking's own workforce (Paragraphs 55-56)	44; 56
	S1-9 – Diversity metrics (Paragraph 66.a-b)	44-45; 56-57
	S1-12 – Persons with disabilities (Paragraph 79)	44; 57
	S1-17 – Incidents, complaints, and severe human rights impacts (Paragraph 103.a)	46; 58
Occupational health and safety		
ESRS S1 Own Workforce	S1-14 – Health and safety metrics (Paragraph 88.b-d)	50-51; 58
Data protection and cybersecurity		
ESRS S4 Consumers and end-users	S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns (Paragraph 25. a-b-d)	21; 36-37
Product quality, safety and innovation		
ESRS S4 Consumers and end-users	S4-4 – Taking action on material impacts on consumers and end-users (Paragraph 31, 32, 34)	36-37
Business ethics and good governance		
ESRS G1 Business Conduct	G1-3 – Prevention and detection of corruption and bribery (Paragraph 21.b-c)	22, 59
	G1-4 – Incidents of corruption or bribery (Paragraph 24)	24, 59
Responsible supply chain management and respect for human rights		
ESRS G1 Business Conduct	G1-2 – Management of relationships with suppliers (Paragraph 15.b)	39, 40

GRI Content Index

Statement of use	FIMO Group has reported the information cited in this GRI content index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI Standards.		
GRI 1 use	GRI 1: Foundation 2021		
GRI Standard	**Disclosure**	**Page**	**Notes**
GRI 2: GENERAL DISCLOSURES			
The organization and its reporting practice			
GRI 2-1	Organizational Details	5-10	
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; 27; 28; 30; 33; 52-54	
Activities and workers			
GRI 2-6	Activities, value chain and other business relationships	5-10; 39-41	
Governance			
GRI 2-9	Governance structure	21-24	
Strategy, policies, and practices			
GRI 2-22	Statement on sustainable development strategy	3	
GRI 2-26	Mechanisms for seeking advice and raising concerns	21	
GRI 2-27	Compliance with laws and regulations	24; 60	The Group has not registered any cases of non-compliance with laws and regulations.
Stakeholder engagement			
GRI 2-29	Approach to stakeholder engagement	14-17	
GRI 3: MATERIAL TOPICS			
Disclosures on material topics (2021)			
GRI 3-1	Process to determine material topics	13-17	
GRI 3-2	List of material topics	16-17	
Sustainable product design and circular economy			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	25-29	
Energy consumption and GHG emissions management			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	25-26; 29-35	
GRI 305: Emissions (2016)			
GRI 305-3	Other indirect (Scope 3) GHG emissions	34-35	
Employee wellbeing, training and adequate working conditions			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	42; 46-49	
Diversity and equal opportunities			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	42; 43-46	
Occupational health and safety			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	42; 49-51	
Product quality, safety and innovation			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	36-37	
GRI 416: Customer Health and Safety (2016)			

GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	37; 61	The Group has not registered any incidents of non-compliance concerning the health and safety impacts of products and services.
Urban design			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	37-38	
Business ethics and good governance			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	21-24	
Data protection and cybersecurity			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	24-25	
GRI 418: Customer Privacy (2016)			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	25; 61	The Group has no substantiated complaints concerning breaches of customer privacy and losses of customer data.
Economic performance and value creation			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	10-12	
GRI 201: Economic performance (2016)			
GRI 201-1	Direct economic value generated and distributed	11; 60	
Responsible supply chain management and respect for human rights			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	39-41	
GRI 204: Procurement Practices (2016)			
GRI 204-1	Proportion of spending on local suppliers	41; 61	
GRI 409: Forced or Compulsory Labor (2016)			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	40	This GRI 409-1 applies only to FI.MO.TEC. S.p.A. in 2025 and will be extended to the entire Group in future reporting years.