

# SUSTAINABILITY REPORT

## 2024





## SUSTAINABILITY

REPORT

2024

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**GRI 2-22**  
Sustainable development  
strategy statement

# LETTER TO STAKEHOLDERS

**Dear Stakeholders,**  
for the third consecutive year we are pleased to share with you our Sustainability Report.

The year 2024 was also marked by major changes affecting multiple fronts at the corporate level, confirming a trend that has seen us evolve continuously for 10 years now.

This year in particular saw the completion of the journey towards a generational transition with a change at the top management and an expansion of governance, the construction of the new headquarters, and the integration of artificial intelligence in an increasingly important way within our filling lines. Our management has also embarked on a formative journey aimed at renewing our strategic corporate identity, which led to an update of Vision and Mission.

In this context, we followed extraordinary projects and the ordinary business without ever losing focus on corporate sustainability. With our ESG Committee and everyone's cooperation, we have pursued all our goals to generate sustainable value in the long run, achieving improvements in the different areas we have identified as most relevant.

Our focus on social responsibility matters and our desire to align with European best practices led us to take a further step to strengthen the methodological framework of our voluntary reporting, bringing it closer to the requirements of the Corporate Sustainability Reporting Directive (CSRD).

Thus, in this report you will find the progress of our three-year plan (2023-2025), with goals, activities and results for 2024, but also reference to the systematic integration of the principle of dual materiality and the adoption of the IRO (Impacts, Risks and Opportunities) under the ESRS standards, which from now on will be part of our reporting methodology.

We wish you a pleasant read,

**Gerardo Fumagalli**

**Ilaria Fumagalli**

**Federico Fumagalli**





# READING GUIDE

The budget consists of **four parts** divided into as many chapters and an appendix.

01

The **first chapter** provides an essential description of the organization, its identity, history, and ownership structure.

02

The **second chapter** gives the organs, principles and procedures the company has adopted for its proper management.

03

The **third chapter** details how the organization uses productive, economic, human, and intellectual resources to generate value, what impacts, risks, and opportunities are related to this process, and what strategies enable lasting and shared value creation.

04

The **fourth chapter** goes into detail about the company's achievements, activities, and goals declined in the ESG dimensions, namely Environment, Social and Governance.

The appendix contains the references used to prepare the report, the index of indicators GRIs used, tables with detailed or numerical information, and finally a glossary for a better understanding of some of the terminologies used.

# THE ORGANIZATIONAL OVERVIEW FRAMEWORK



This chapter provides an essential description of the organization, its identity, history, ownership structure, and key data representing it.



In the year 2024, Steriline management, undertook a formative process, aimed at renewing the **strategic corporate identity**, which resulted in an updated Vision and Mission.

The methodology used involved analyzing the company in its past (history, values, roots), in its present state (organizational check-up and corporate climate) and in projecting its future (projects, ideas and aspirations).

In addition, all department managers were involved, in order to train them to guide their employees and communicate values, Mission and Vision to the entire population so that there is **clarity of direction and goals**.

## VISION

We want to be the global benchmark for cutting-edge solutions in aseptic filling, supporting players in the pharmaceutical industry with reliable and innovative technologies designed to ensure continuity and safety in the drug manufacturing process.

## MISSION

Together with our worldwide network, we support customers in their business challenges with a continuous presence from the design definition phase to ongoing support to meet every demand and production need.

By combining the creativity and flexibility of our DNA with a solid process structure, we aim for excellence in solutions, products and services, helpful in building a safer and healthier world.

At Steriline, we nurture authentic relationships with employees, partners and customers. Each of us is an ambassador for innovation and shared growth.

Our team is the beating heart of Steriline: we foster an environment open to dialogue, stimulating new ideas and supporting personal and professional growth.

We believe that only by growing together, with passion and commitment, is it possible to leave a positive mark on the world.

## VALUES

# SPECIALIZATION CREATIVITY AND FLEXIBILITY

# RELIABILITY, PASSION AND COMMITMENT

# INNOVATION COOPERATION

## OWNERSHIP AND OPERATIONAL STRUCTURE

The registered and main office is located at no. 30 Via Tentorio in Como, Italy, where the following offices are located: management, administration, management control, sales, project management, electrical and softw are design, documentation and validation, Supply Chain, Time & Methods, ICT, HR, production area for the start-up of the lines built and the execution of FAT (Factory Acceptance Tests) conducted with customers, logistics, shipping, and travel planning.

At no.31 Via Tentorio there is the extension of the headquarters where the activities of carpentry, machine assembly, customer service, purchasing office and where part of the warehouse is located.

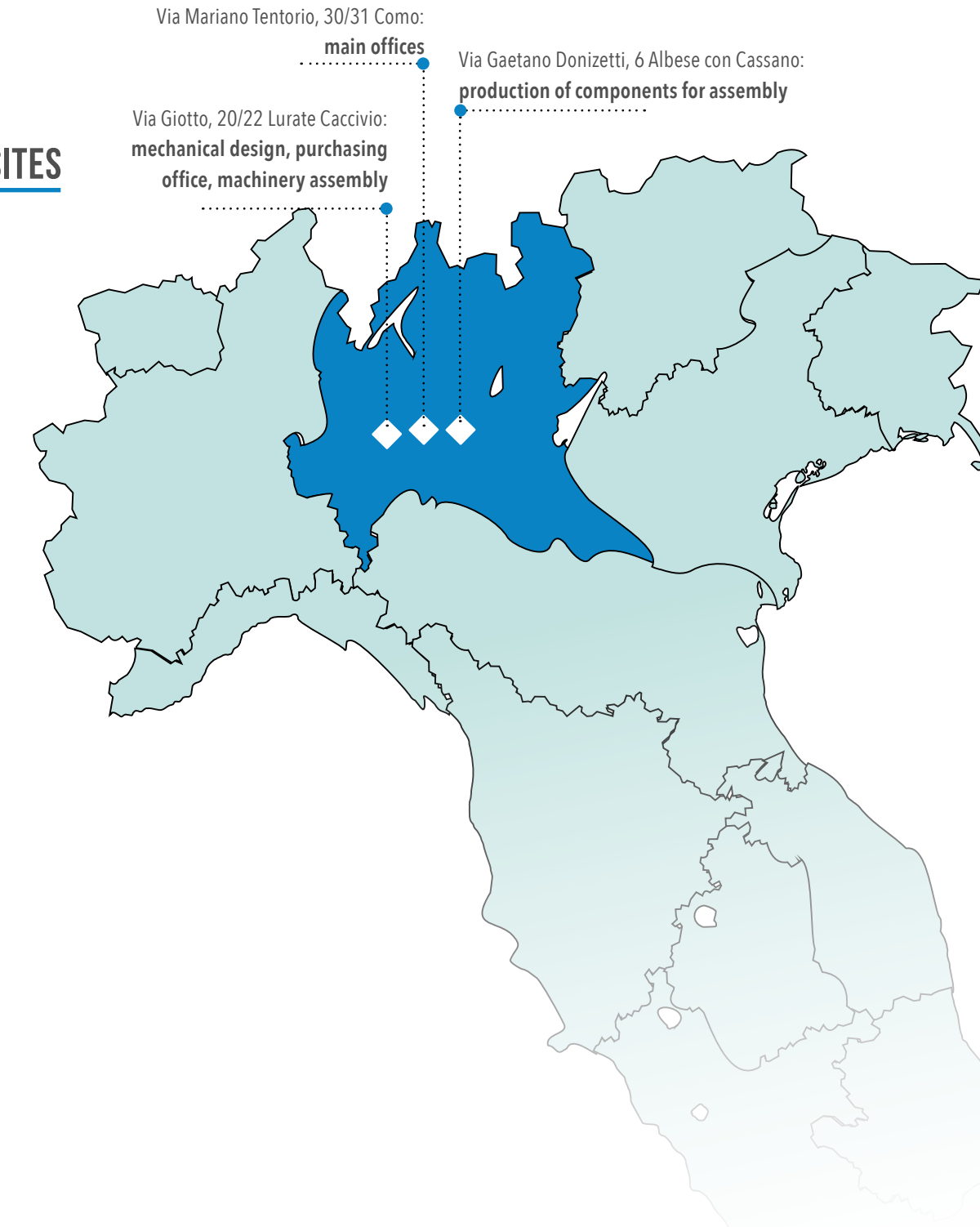
In **Lurate Caccivio** there is a location that houses the mechanical design department and a large area for machinery assembly.

Finally, in **Albese con Cassano** there is the mechanical workshop for the components producion with CNC machines.

At the ownership level, **Steriline's shares** are divided as follows:

- 4.472% Ilaria Fumagalli
- 4.472% Federico Fumagalli
- 8.226% Fumagalli Holding srl
- 8.32% Enrica Doni
- 26.51% Gerardo Fumagalli,
- 48% Optima International GmbH

### OTHER SITES



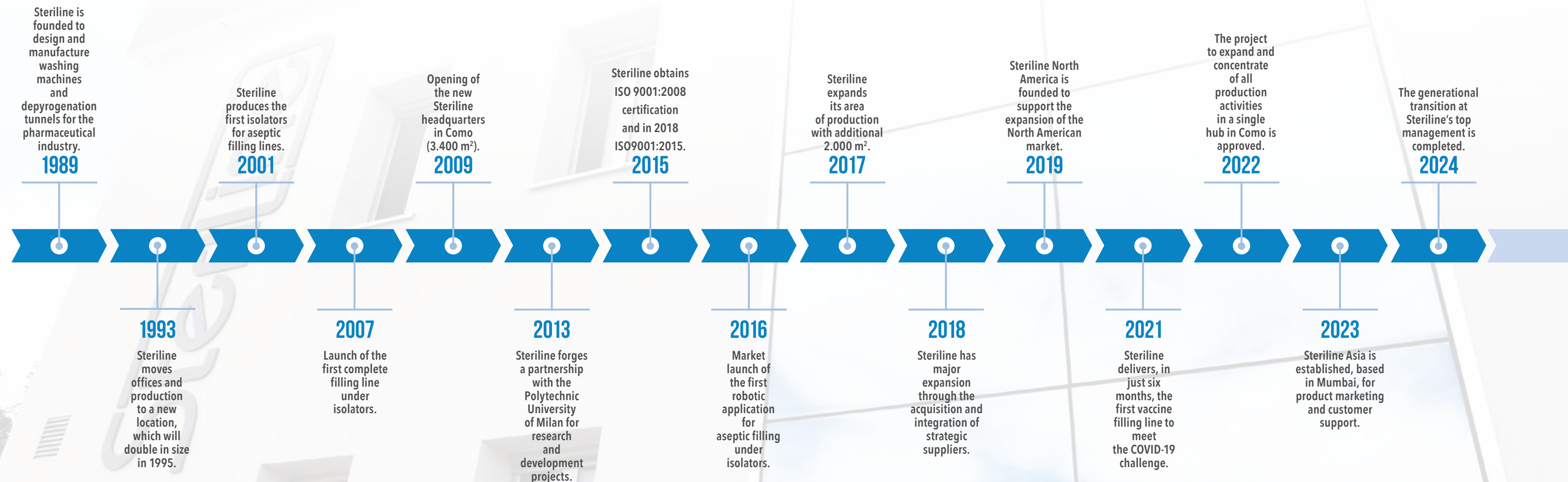
GRI 2-1 Organizational details  
GRI 2-2 Entities included in  
the organization's sustainability  
reporting



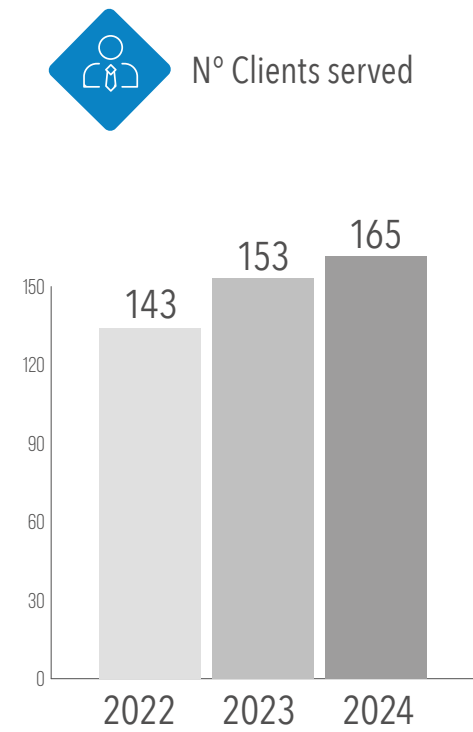
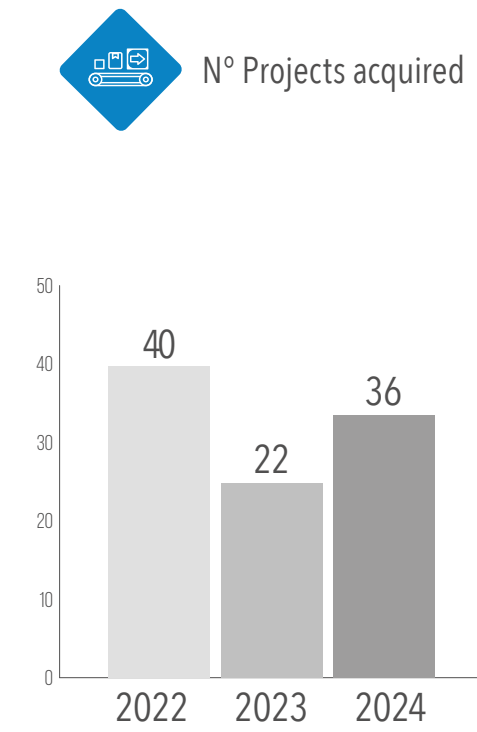
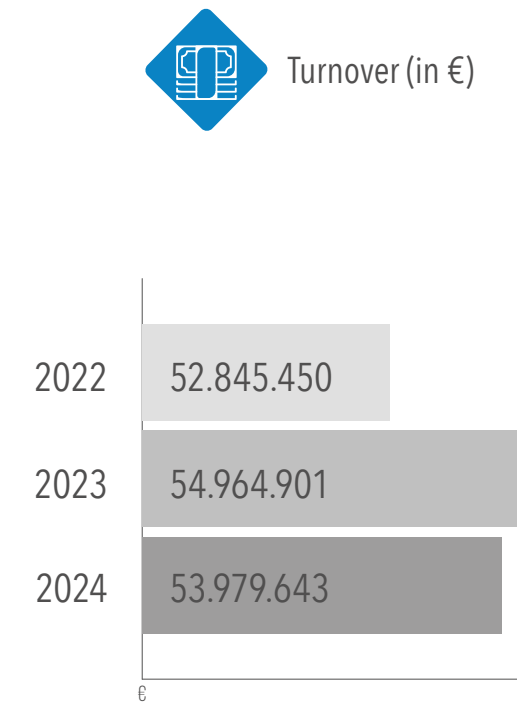
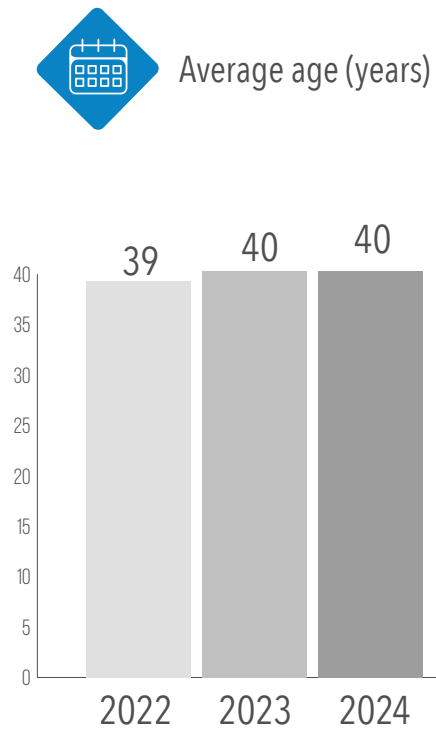
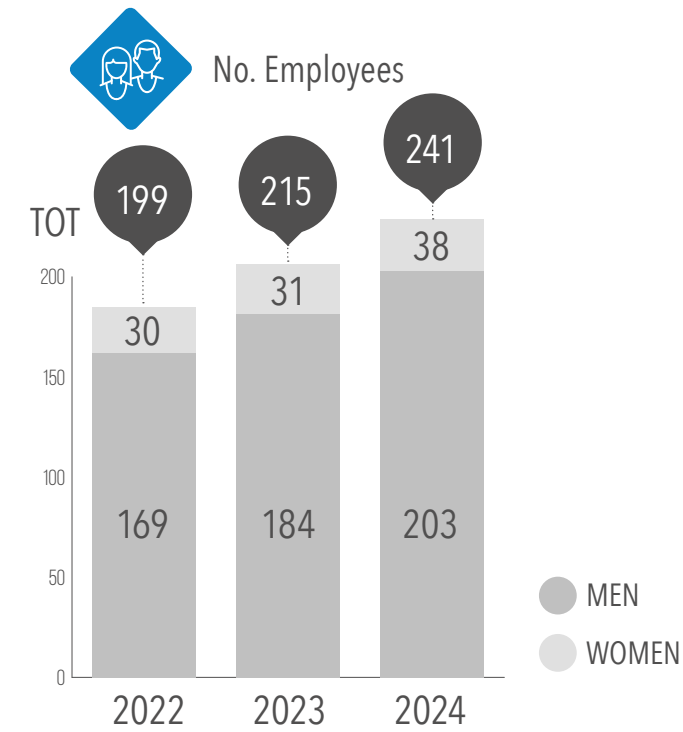


GRI 2-1 Organizational details  
GRI 2-2 Entities included in  
the organization's sustainability  
reporting

## HISTORY



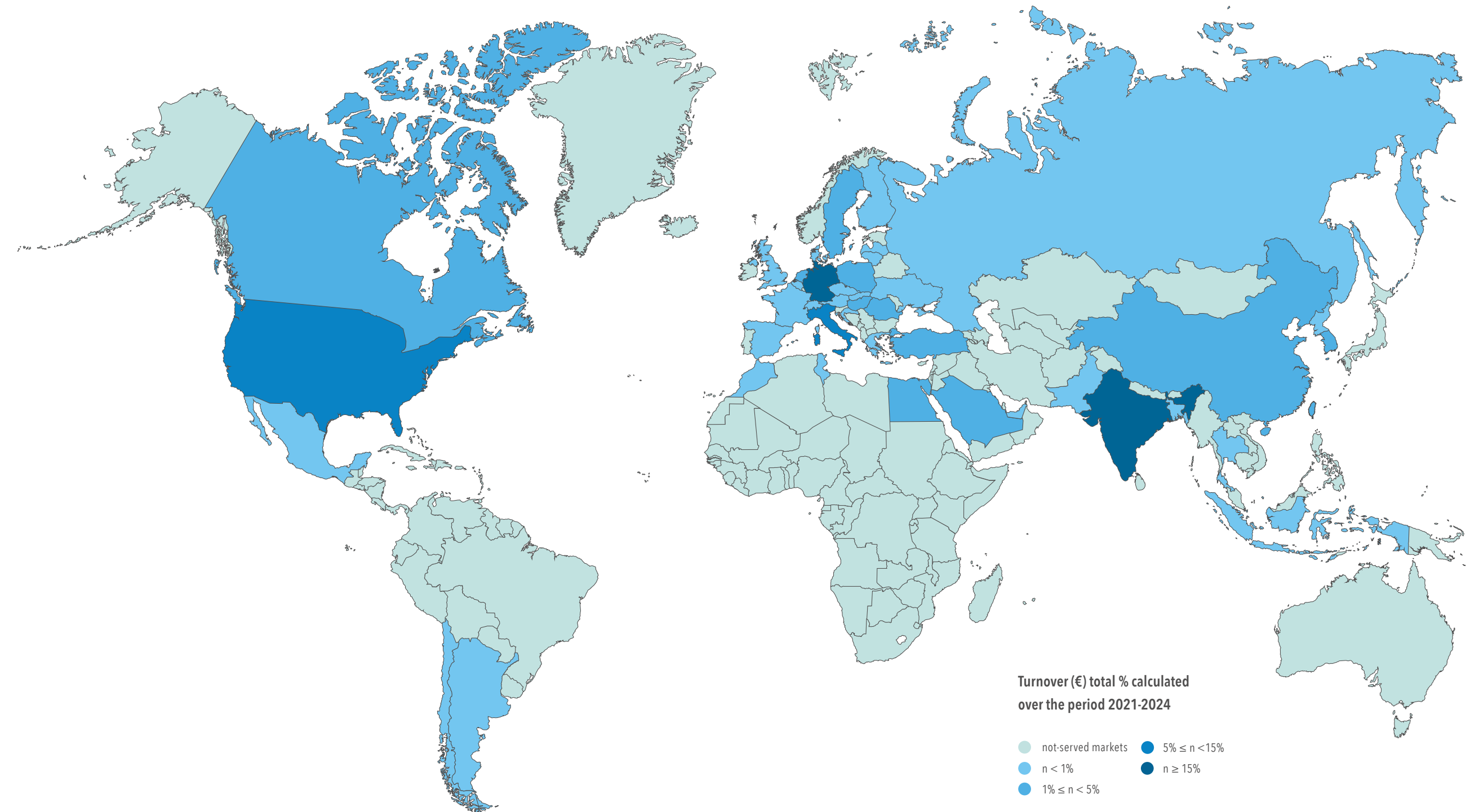
## SUMMARY DATA



**GRI 2-6**  
Activities, value chain and  
other business partnerships  
**GRI 2-7** Employees

## MARKETS SERVED

**STERILINE**, an internationally-oriented company, exports its products worldwide for a percentage worth more than 90 percent of its turnover. The main markets served are Europe, with a strong focus on Germany, India and North America, also thanks to the presence, in the latter 2 regions, of recently opened local branches to better serve strategic and rapidly expanding territories.



# THE GOVERNANCE OF THE COMPANY

This chapter reports on the governing bodies, principles and procedures the company has adopted for its proper management.







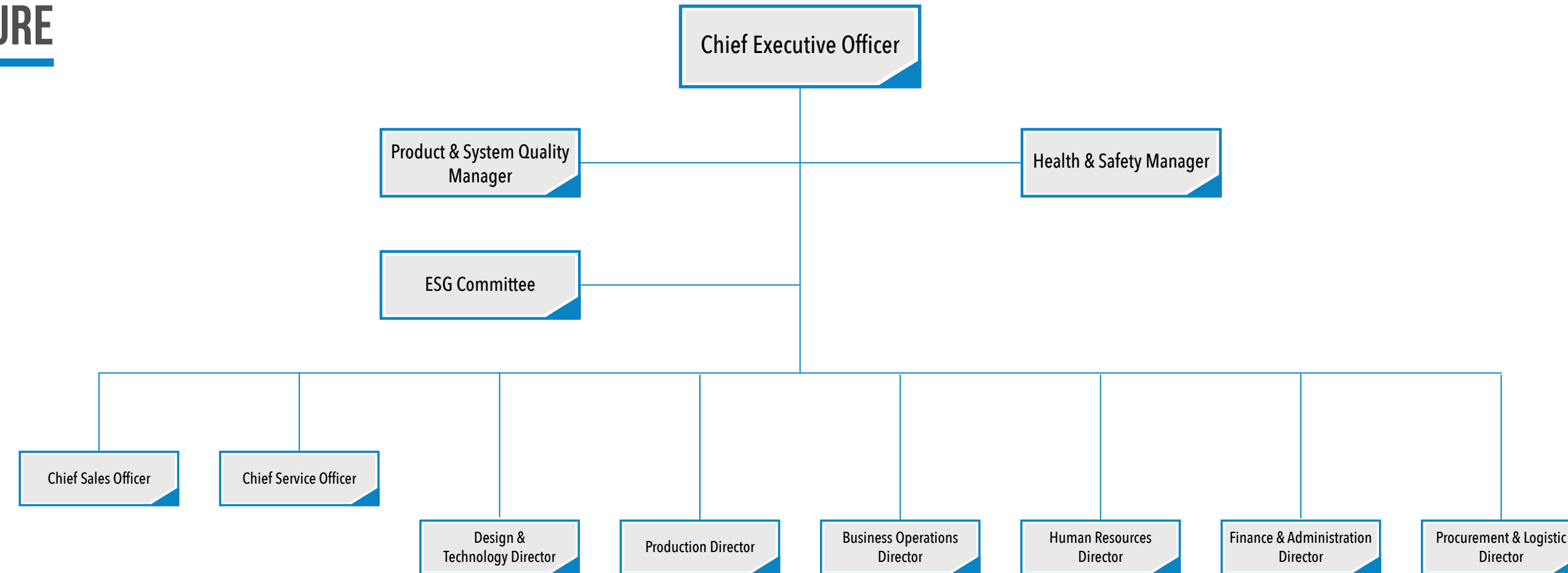
## THE GOVERNANCE STRUCTURE

### GENERATIONAL TRANSITION AND GOVERNANCE EXPANSION

At the organizational level in the year 2024 Steriline successfully managed one of the most crucial and delicate challenges for an family business, that is **the generational transition**.  
In fact, in September 2024, the processes related to the passing of the baton from **Ing. Gerardo Fumagalli to his children**, who have assumed the role of **Chief Executive Officer, Ilaria Fumagalli** and **Chief Sales Officer, Federico Fumagalli**, ensuring the business continuity that is essential for the sustainability of the company.

Gerardo Fumagalli, who founded Steriline in 1989, retains the role of Chairman of the Board of Directors.

In early 2025 there was then a **further expansion of governance**, to support the company's expansion, with the entry of the position of **Chief Service Officer**, appointed with the task of developing the After Sales area and providing the best support to customers.



## BEHAVIORAL POLICY

Steriline is committed to pursuing **business ethics** at the highest level.

With this in mind, the company strongly encourages its staff to not only behave in a manner consistent with the company's mission, protecting its interests in a responsible manner and in full compliance with of our country's ethical and legal norms, but also to become its true ambassadors. Behaviors in line with the company's values are not limited to compliance with mandatory regulations, but are marked by a professional style, at all times in the company, through the commitment of everyone -without exception.

Our policy expresses principles, values and responsibilities that guide behaviors in relations with the market, with people working in the company and, more generally, with all those who may have a particular interest to enter into a relationship with Steriline.

## QUALITY POLICIES AND MANAGEMENT SYSTEMS

In 2015 Steriline obtained **ISO 9001:2008** certification and in 2018 **ISO 9001:2015** certification. The certification represents the attention to policies of quality that enables Steriline to comply with the requirements applicable to its business, the requirements of customers and stakeholders in general.

The company's ongoing commitment to implementing and monitoring the **System Quality Management System** makes it possible to verify the efficiency of processes, the achievement of predetermined results and to constantly increase the value of its operations, through the achievement of standards of increasingly high quality and safety.

The company is organized into processes geared toward customer satisfaction and continuous improvement, all in a context in which safety and well-being of the worker are of the highest priority.

## CERTIFICATIONS



**TÜV Thüringen Italia:**  
certified in accordance  
with ISO9001:2015  
for the activities of design,  
manufacture, installation  
and technical support of aseptic  
treatment machines and lines.



**cGMP:**  
compliance with good  
manufacturing standards.



**GAMP:**  
good automated manufacturing  
practices. It is the most recent  
and up-to-date on good standards  
of approach and validation  
of computer systems.



**21 CFR PART 11:**  
regulations for the legal  
equivalence of documents  
electronic versus traditional  
paper documents.

# THE BUSINESS MODEL

The following chapter details how the organization uses the ESG to generate shared value, how impacts, risks, and opportunities are linked to this process, and the path that leads to strategies that enable sustained and shared value creation.





## DESCRIPTION OF THE EXTERNAL CONTEXT

In the year 2024, events such as the war conflicts in Gaza and Ukraine, the closure of the Suez Canal and an uncertain macroeconomic environment contributed to a partial financial slowdown and the development of economic and business management issues, particularly in Europe.

Despite this, **the global pharmaceutical market continues to grow** and has driven forward sector to which Steriline belongs, namely that of design and production of complete lines for sterile filling of injectable products.

The pharmaceutical packaging sector, in particular primary packaging and aseptic packaging, continued to show a **positive trend**, confirming the structural growth trend already underway in previous years. Growth due in particular to a **continuous evolution from the point of view of innovation in treatments and products**, but also in the level of safety required. Biological therapies, such as cell and gene therapies, are gaining ground, as well as the rise of customised drugs that require precise filling and packaging, further contributing to the sector's growth. The complexity of these drugs require strictly controlled aseptic conditions and thus the mandatory use of machines that incorporate advanced isolation systems into their structure. The biological therapy industry, dealing with very high-value drugs, is oriented towards the adoption of technologies capable of minimising the waste of the final product and, in this regard, **Steriline has adopted a 'zero waste' philosophy, implementing its own smart solutions** to detect filling inaccuracies and capping during primary packaging and thus rework each individual container to **minimise rejects** of any kind.



GRI 2-6

Activities, value chain and other business relationships

Another highlight of the past year was the **implementation of Artificial Intelligence**. After years of reflection on its potential applications in industry, the the first studies and projects to combine A.I. with automation and robotics to automate tasks and optimise processes are now taking shape. **In 2024 also Steriline developed Machine Learning programmes** to improve the quality and reliability of the production process of the machines offered.

**Sustainability also continues to be a topic of ongoing** discussion in the pharmaceutical and healthcare industry, changing **strategies** for the **future** and involving investments related to the protection the environment. Technologies and solutions that reduce consumption and waste are therefore under examination by pharmaceutical manufacturers.

**The most favourable markets for Steriline in 2024** were still the **North America** and **India**, confirming the good investments made in opening local branches that guarantee an effective presence and a solid relationship with customers. The United States dominates the drug packaging industry with a development generated by new packaging regulations and increased government investments in healthcare. While the Indian market has grown thanks to increased exports.

## STERILINE'S OFFERING

### THE PORTFOLIO INCLUDES:

- High containment lines for filling cancer drugs
- Lines with isolators for filling hazardous drugs
- Lines with double-walled isolators for protecting the drug from contaminants
- Lines for filling open ampoules
- Multipurpose robotic lines for filling any type of container in nests
- Robotic lines for filling gene therapy drugs
- Combined line for filling anti-obesity drugs in vials and cartridges
- Containment systems such as LAF, oRABS, cRABS and isolators
- Compounding machines

### SERVICES:

### LABORATORY AND VALIDATION ACTIVITIES:

- Calibration and adjustment of bench and on-board instruments
- Drafting of FAT, SAT, IQ, OQ, PQ protocols and their execution
- Computerised system validation documentation and testing, according to GAMP5



GRI 2-6

Activities, value chain and other business relationships

### AFTER-SALES SERVICES:

Steriline provides support and after-sales services to its customers worldwide, with a 'global but at the same time local' strategy.

Service coordination is led from Steriline's headquarters in Italy where more than 50 technicians are dedicated to technical support, software support, parts delivery and assembly. Customers are also supported locally, through subsidiaries and partners located in strategic countries (e.g. Germany/Europe, USA, India).

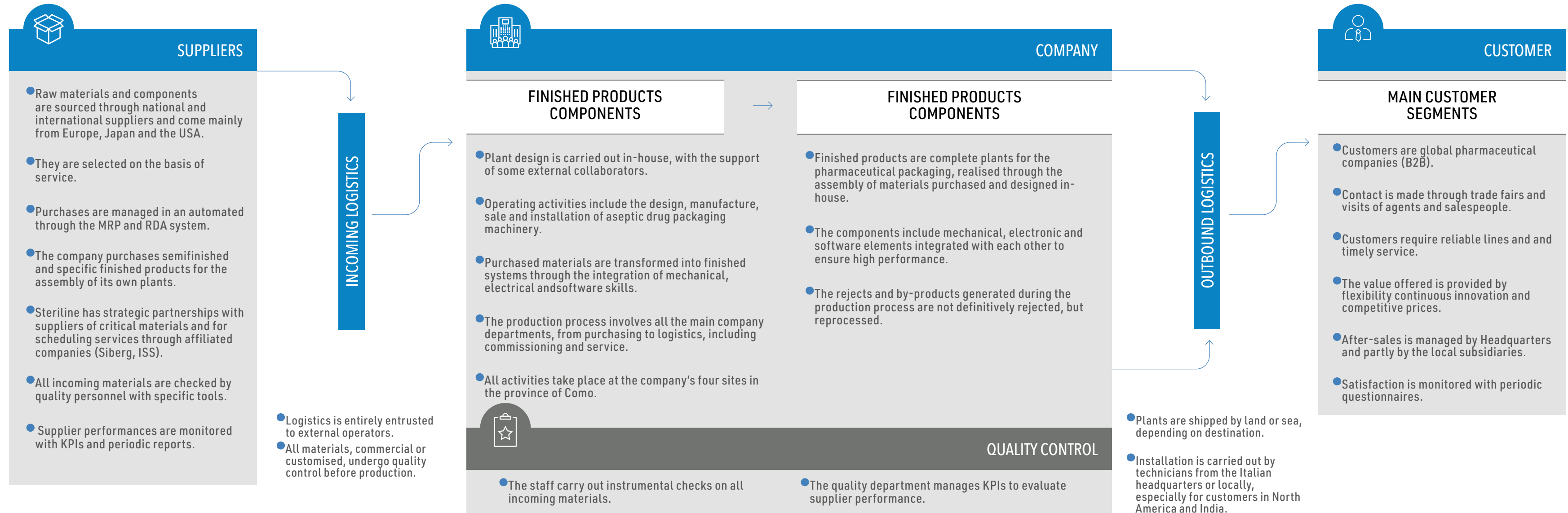
### CUSTOMER SUPPORT:

- Scheduled availability of specialised technicians on the machine portfolio
- Supply of spare parts
- Inspection and maintenance visits adapted to the customer's needs and resources
- Preventive and strategic maintenance
- Modernisation
- Access for remote diagnosis and trouble shooting
- Staff training
- Validations and qualifications





## VALUE CREATION



## THE ESG PATH - MATERIALITY MATRIX

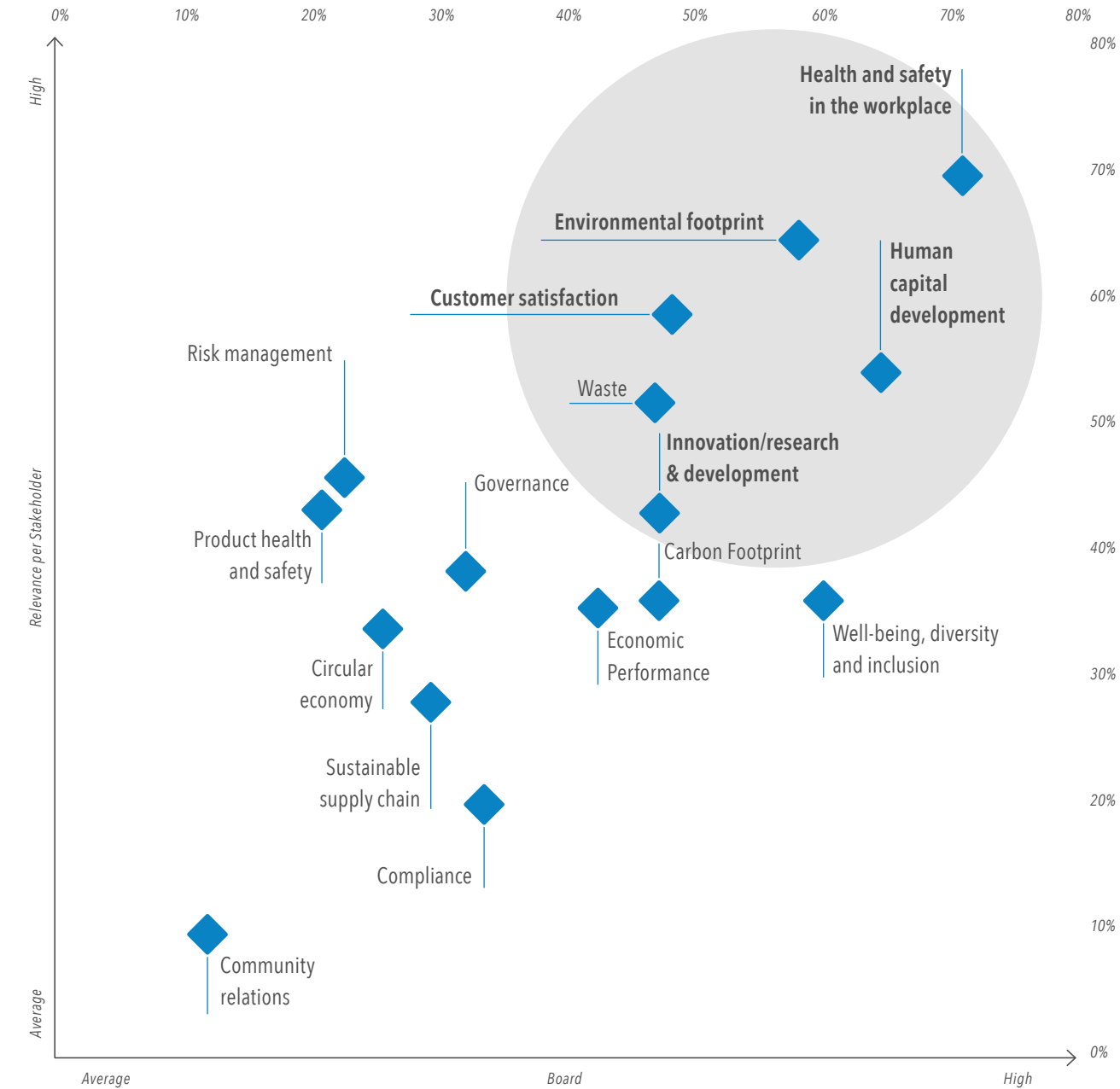
During the first edition of its Sustainability Report, Steriline started a structured process to integrate ESG (Environmental, Social, Governance) principles into its business model, with the aim of generating sustainable value in the long term.

In line with international best practices, the company adopted a sound methodological approach based on materiality analysis. The process was developed in several stages, starting with listening and involving the main stakeholders - customers, employees, suppliers and management - through tools and methods differentiated according to category.

This led to the definition of the materiality matrix, which identified five themes strategic and consistent with Steriline's identity and the sector in which it operates: environmental footprint, health and safety in the workplace, human capital development, customer satisfaction and innovation and research & development.

On the basis of these priorities, **Steriline has drawn up a three-year Sustainability Plan (2023-2025)** divided into objectives, actions and KPIs for each ESG dimension. The fulfillment of the plan is monitored through regular ESG Committee meetings and an internal progress evaluation system. The main initiatives undertaken include the starting of the path towards ISO 14001 certification, the strengthening of welfare and safety policies, investments in advanced technologies for production efficiency and environmental impact reduction.

This approach has enabled Steriline to structure a sound and future-oriented sustainability management system, strengthening its competitiveness and the creation of shared value with all stakeholders.



**GRI 3-1**  
Process for determining material topics  
**GRI 3-2**  
List of material themes and stakeholder engagement

**GRI 2-29**  
Approach to stakeholder engagement

### THE SELECTED MATERIAL THEMES

- Environmental footprint
- Health and safety in the workplace
- Human capital development
- Customer satisfaction
- Innovation and Research & Development



## THE ESG PATH - STRATEGY

On the path towards an increasingly sustainable business model, Steriline decided to strengthen the methodological framework of its sustainability reporting starting with this report, in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD). Starting in 2024, the company has planned a structural evolution of its approach, which will include the systematic integration of the principle of dual materiality and the adoption of the IRO (Impacts, Risks and Opportunities) analysis criteria of the ESRS standards.

This methodological upgrade aims to further consolidate the ESG Sustainability Plan 2023-2025, which is already the cornerstone of the company's commitment to a positive impact along the entire value chain. The upgrade will enable greater integration between strategic objectives, performance metrics and governance, strengthening the transparency and the organisation's ability to generate shared value in the long term, also in view of the definition of the new 2026-2028 plan. Although not yet subjected to regulatory requirements, Steriline has chosen to voluntarily apply the principles of dual materiality, adopting a structured and transparent method to identify the most relevant ESG issues. The process consisted of three main steps:

- Mapping and assessment of the environmental and social impacts generated by the organisation, distinguished between

current and potential, positive and negative impacts, which were assigned a rating of magnitude, scope, likelihood (for potential) and irreparability (for negative);

- Assessment of financial risks and opportunities related to ESG impacts, considering both internal factors and regulatory and market dynamics;

- Definition of material issues, selecting those most relevant to corporate strategy and sustainable value creation in the medium to long term.

A pivotal element of this process was the involvement of stakeholders, activated through qualitative interviews and targeted consultations with customers, suppliers and employees. The evidence that emerged made it possible to build a shared vision of ESG priorities and to identify five strategic issues for Steriline: environmental footprint, health and safety in the workplace, human capital development, customer satisfaction and innovation and research & development.



**GRI 3-1**  
Process for determining  
material issues



**GRI 2-29**  
Approach to stakeholder  
engagement





## THE ESG PATH - PERSPECTIVE AND INVOLVEMENT OF STAKEHOLDERS

With the aim of reinforcing the robustness and relevance of the dual materiality analysis process, Steriline initiated a structured stakeholder engagement process. The process, designed to ensure an authentic and two-way dialogue with the most relevant counterparts for the organisation is subject to continuous evolution and improvement.

The initial phase involved the following stakeholder categories through qualitative interviews: shareholders, customers, suppliers and financial institutions. The meetings were conducted under the coordination of the ESG Function, with the support of internal contacts and specialised ESG consultants, with the aim of nurturing a shared strategic reflection aligned with the corporate sustainability plan.

From the listening activities, many ideas emerged that were consistent with the themes already present in the ESG Sustainability Plan 2023- 2025.

In particular, a strong interest was highlighted in the fight against climate change, supply chain sustainability, and workers' welfare and safety, customer satisfaction and product and process innovation.

The need to consolidate corporate culture, enhancing the corporate purpose and promoting a concrete dissemination of ethics, integrity and responsibility in doing business has emerged in a transversal manner.

A further element that emerged concerns collaboration along the value chain, to be pursued through shared evaluation and reporting practices, the use of digital ESG measurement tools and the progressive adoption of internationally recognised standards and certifications

Steriline intends to continue expanding stakeholder engagement over time, integrating additional categories and ways of listening, in order to make this process increasingly robust, inclusive and strategic.



**GRI 3-1**  
Process for determining material issues



**GRI 2-29**  
Approach to stakeholder engagement



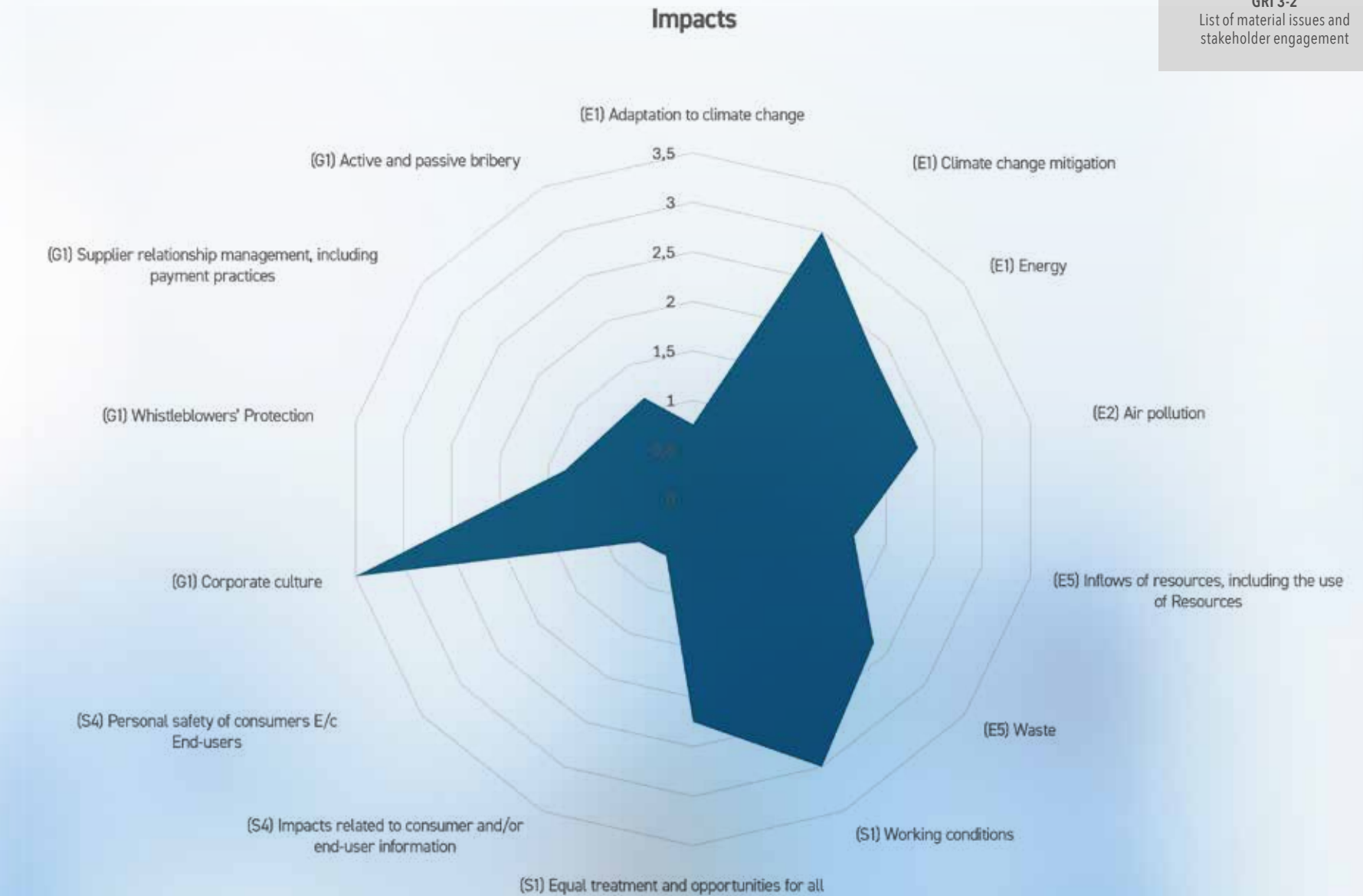
## THE ESG PATH - IRO ANALYSIS: IMPACT MATERIALITY

The results presented represent an initial application of the principles of the Corporate Sustainability Reporting Directive (CSRD), with the aim of anticipating the company's gradual adaptation to the new European regulatory framework on sustainability reporting. The analysis allowed to identify the topics with the greatest actual or potential impact on the environment and people, in the light of the activities carried out by Steriline and the expectations expressed by the main stakeholders.

The evidence gathered, although preliminary, indicates the centrality of environmental and supply chain topics - such as resource efficiency, energy, climate change adaptation and supplier management - as well as relevant aspects related to product safety and working conditions. These areas are already management priorities today and will be further deepened and strengthened in the full implementation phase of the new ESG framework. Consistently with the evolution of CSRD requirements and ESRS standards, the results of this first assessment will be subject to internal validation and progressive integration within the next Strategic Plan 2026-2028.

In this context, a new dual materiality matrix will also be adopted, which will represent in a more structured and transparent manner the link between impacts, risks, opportunities and long-term corporate priorities.

The next sustainability report will therefore include an updated and formally consolidated version of this analysis, acting as a link between current reporting and full compliance with new regulatory obligations. This approach reflects Steriline's commitment to consolidating robust sustainability governance aligned with European best practices.



**GRI 3-1**  
Process for determining material issues

**GRI 3-2**  
List of material issues and stakeholder engagement

## THE ESG PATH - IRO ANALYSIS: FINANCIAL MATERIALITY

The assessment of financial materiality represented a further step in Steriline's progressive adaptation process to ESRS standards, helping to identify environmental, social and governance (ESG) factors that may generate relevant financial risks or opportunities for the organisation.

This analysis focused on the potential impact of these factors on economic and financial performance in the short, medium and long term. The results show that some issues already identified as significant in the impact assessment, are also relevant in financial terms.

This is the case, for example, of special waste management, production-related energy consumption, product safety and the ability to mitigate the effects of climate change. These areas are associated with specific risks (e.g. environmental and regulatory costs, penalties, reputational damage or operational disruptions) that, if not managed properly, could translate into measurable economic impacts. In addition, there are strategic opportunities related to energy transition and efficiency improvements, which could generate both economic and reputational benefits.

The installation of photovoltaic systems and the use of PPA contracts, for example, are evaluated as positive levers

reducing dependence on non-renewable sources and improving competitiveness in the medium term.

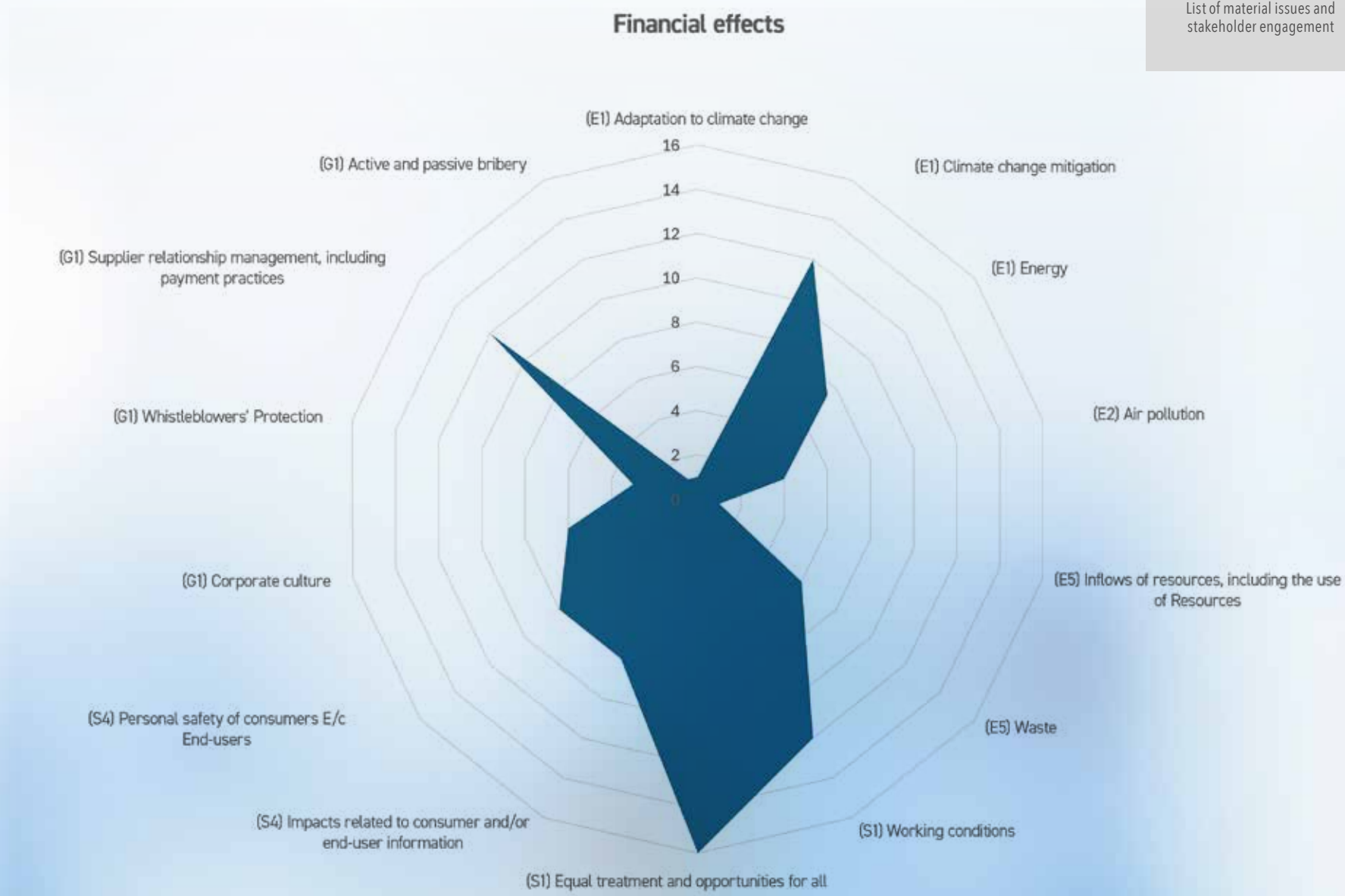
Some topics, although having a limited impact in the current context, are nevertheless monitored from a prudential point of view, including the management of relations with suppliers, the risk of passive corruption or the dynamics associated with whistleblowing. Their inclusion in the scope of analysis reflects an integrated view of risk that is not limited to the immediate impact, but also considers potential regulatory and reputational developments.

Overall, the mapping of financial materiality constitutes a fundamental basis for integrating ESG issues into enterprise risk management and strategic planning. Again, the methodology adopted represents a preliminary stage, which will be consolidated and fully integrated in the definition of the next Strategic Plan 2026-2028.

The updated results will be fully represented in the new dual materiality matrix, which will be published in the next reporting cycle, consistent with CSRD obligations.



**GRI 3-1**  
Process for determining material issues  
**GRI 3-2**  
List of material issues and stakeholder engagement



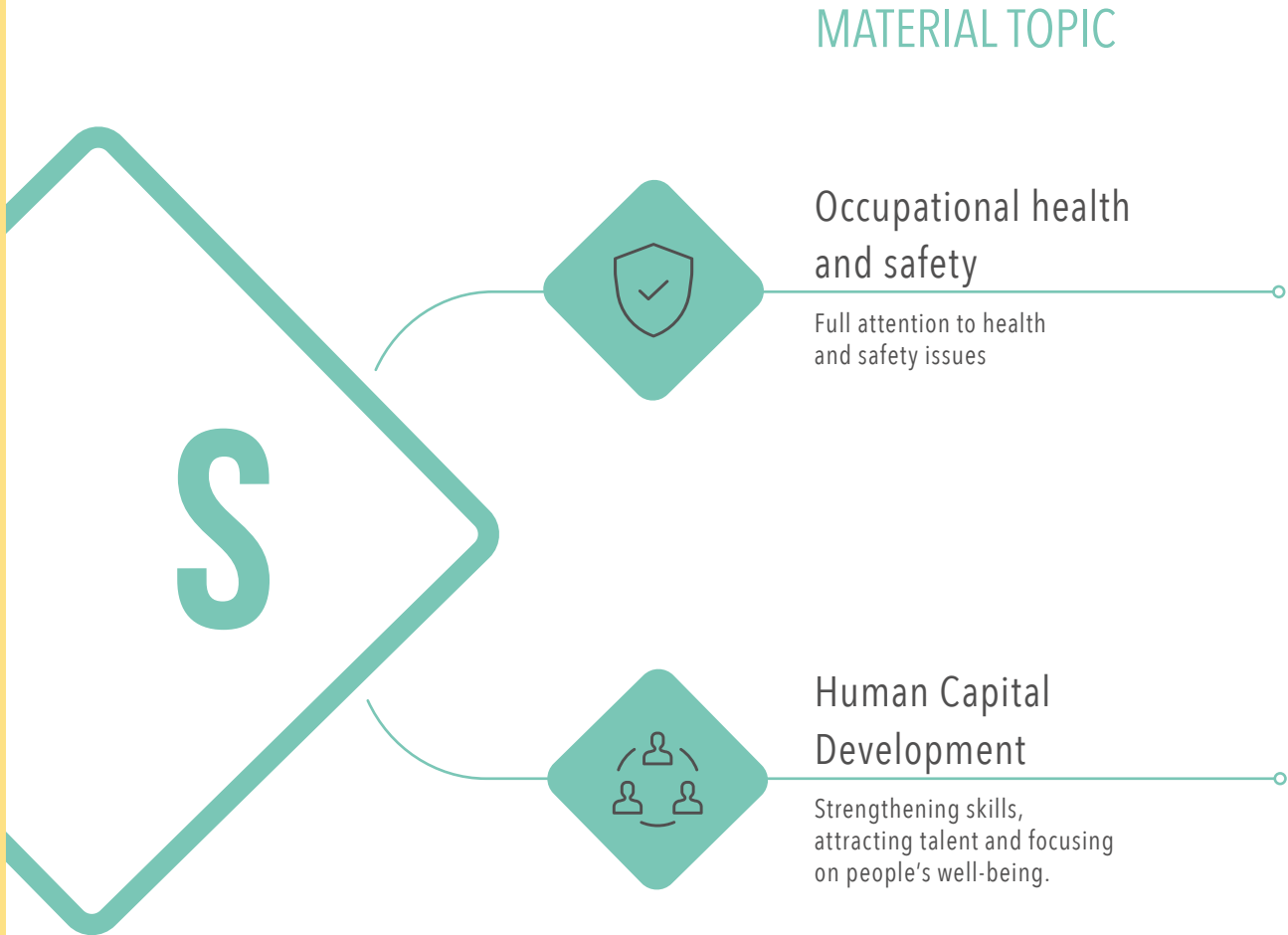
# THE SUSTAINABILITY STRATEGY



MATERIAL TOPIC	STAKEHOLDERS INVOLVED	OBJECTIVE	ACTIONS	2023	2024	2025
<div><div>E</div><div><div></div><div></div></div><div>Environmental Footprint</div><div>Managing and mitigating the environmental impacts of corporate activities</div></div>	Community Country System	ISO 14001 Environmental Management System	Initiation of the process and achievement of «ISO 14001» certification	◇	◆	◆
		Fighting climate change	Investments for the progressive reduction of emissions (e.g. photovoltaic energy)	◇	◆	◆
			Optimisation of supply chain logistics	◆	◆	◆
		Waste Management	Consolidation of existing activities	◆	◆	◆

◆ YES ◇ NO

# THE SUSTAINABILITY STRATEGY



## STAKEHOLDERS INVOLVED

Human resources  
Customers  
Suppliers

Companies and organisations  
Human resources

## OBJECTIVE

Consolidation of internal resources and expertise

Continuous monitoring and updating of processes and procedures

Focus on the professional growth of people

Care for people's well- being

## ACTIONS

Internal skills training

Pathway to reach «ISO 45001» certification

Continuous investment across all company sites in training, personal protective equipment and risk analysis

Investments in training

Extension of MBO systems and Performance Reward

Consolidation of welfare policies and services dedicated to employees in collaboration with local players

2023 2024 2025

Internal skills training	◆	◆	◆
Pathway to reach «ISO 45001» certification	◇	◆	◆
Continuous investment across all company sites in training, personal protective equipment and risk analysis	◆	◆	◆
Investments in training	◆	◆	◆
Extension of MBO systems and Performance Reward	◇	◆	◆
Consolidation of welfare policies and services dedicated to employees in collaboration with local players	◇	◆	◆

◆ YES ◇ NO



# THE SUSTAINABILITY STRATEGY



## MATERIAL TOPIC

### Customer satisfaction

Continuous focus on customer satisfaction in terms of product and service quality

### Innovation and research and development

Continuous focus and investments in product, service and process innovation

## STAKEHOLDERS INVOLVED

Human resources  
Customers

## OBJECTIVE

Continuous improvement of tools and processes for Customer Satisfaction

Companies and organisations

Consolidate partnerships in an Open Innovation logic and developing internal innovation-oriented processes

## ACTIONS

- Consolidate internal sharing processes related to customer satisfaction
- Activation of new processes for customer engagement, identification of targets and analysis tools for Customer Satisfaction
- Investments in training and skills focused on quality and customer satisfaction

- Supervision and development of existing partnerships with universities, research centres and the school system
- Continuous innovation in the field of 3D printing
- Implementation of robotisation projects for the pharmaceutical world
- Consolidating internal management systems and competences for innovation

2023 2024 2025

Consolidate internal sharing processes related to customer satisfaction	◆	◇	◇
Activation of new processes for customer engagement, identification of targets and analysis tools for Customer Satisfaction	◆	◆	◆
Investments in training and skills focused on quality and customer satisfaction	◇	◆	◆
Supervision and development of existing partnerships with universities, research centres and the school system	◆	◆	◆
Continuous innovation in the field of 3D printing	◆	◆	◆
Implementation of robotisation projects for the pharmaceutical world	◆	◆	◆
Consolidating internal management systems and competences for innovation	◇	◆	◆

◆ YES ◇ NO

# 4

# ESG PERFORMANCE

This chapter describes the results of the reporting period and the objectives of the sustainability plan listed into environmental, social and economic (ESG) dimensions. For each dimension, results and objectives are measured through GRI standards and associated with the United Nations Development Goals (SDGs).





## ENVIRONMENTAL DIMENSION

In the context of a high-tech sector such as the manufacture of aseptic filling and sterile handling systems in the pharmaceutical industry, Steriline recognises the strategic importance of responsible management of the resources and environmental impacts generated by its operations. The highly automated and high-precision nature of its production facilities makes an integrated approach combining innovation, efficiency and sustainability essential.

In 2024, the company reinforced its commitment to the ecological transition by continuing its investments in technological modernisation, plant energy efficiency and the adoption of low-impact solutions throughout the entire value chain. Activities focused on reducing energy and water consumption, using renewable sources, optimising waste management and introducing smarter, more efficient technologies in production departments.

Steriline confirms its decision to acquire its energy from renewable sources, integrating photovoltaic systems that contribute increasingly to covering the company's needs.

At the same time, the company continues to optimise the performance of its most energy-intensive equipment, introducing new-generation mechatronic and robotic solutions aimed at reducing consumption, size and impact.

Water management is also a priority: thanks to a closed-loop production system, recirculation tanks and technical simulations of production cycles, Steriline reduces the use of water resources to a minimum. A project is also being developed to build new tanks for rainwater recovery, a further confirmation of the company's desire to operate with full respect for the environment.

Finally, with a view to the circular economy, the structured collaboration with specialised waste management operators continues, with monthly collections of the main waste types (paper, plastic, wood, steel and glass) and the consolidated use of compactors to reduce volumes, with a view to optimising logistics and lower environmental impact.

Through these initiatives, Steriline is committed to increasingly integrating principles of environmental sustainability into its industrial strategy, contributing to the construction of a safer, more efficient and low-impact pharmaceutical production system.





# OBJECTIVES AND RESULTS



AREA	THEME	OBJECTIVES		PLANNED ACTIVITIES 2024	PROGRESS OF THE OBJECTIVE	RESULTS	COMMITMENTS
E	Environmental footprint Manage and mitigate the environmental impacts of the company's activities	ISO 14001 Environmental Management System		Initiation of the process and achievement of «ISO 14001» certification.	75% of target over 3 years	Identification of supplier and initiation of design and implementation	Completion of management system implementation and its starting-up
		Combating climate change		Investments for the progressive reduction of emissions (e.g. photovoltaic energy)	25% of target over 2 years	Start of construction of new production units	Relocation of activities to new buildings equipped with heat pumps
						Plant project	Installation of new 200kW photovoltaic system
				Optimisation of supply chain logistics	25% of target over 3 years	Reduction of CO² emissions Less waste of materials and resources	Elimination of internal displacements by building new premises
		Waste management		Continuous improvement	100% over 3 years	Waste management implemented and improved in the production department, also thanks to investments in new dedicated containers	Continuous improvement



## IMPACT ACTIVITIES 2024 - ENVIRONMENTAL

During 2024, Steriline consolidated its commitment towards the reduction of its environmental footprint, consistently pursuing the actions set out in its 2023-2025 Sustainability Plan. In particular, there was significant progress on the path towards the environmental certification ISO 14001, with the achievement of 75% of the threeyear target.

In fact, the company started the process of designing and implementing the management system, identifying suppliers and defining the organisational structure necessary to achieve certification by 2026.

On the climate change front, 2024 saw the concretisation of a strategic project for corporate growth and sustainability: the development of the new production hub adjacent to the Como headquarters. The new headquarters, which construction began in early 2025, involves the redevelopment of an existing industrial area through advanced architectural and energy solutions. These include the installation of a 200 kW photovoltaic system in addition to the 130 kW photovoltaic system already in operation, the use of an innovative underfloor cooling system powered by water at a constant temperature from the industrial aqueduct, and the complete renovation of the office building with work on the building envelope, systems and lighting.

The unification of the functions now distributed between the Lurate Caccivio offices and Albese con Cassano at the new site in Via Tentorio will allow a significant rationalisation of logistical flows and a reduction in the movement of goods and personnel, thus helping to reduce emissions.

At the same time, the systematic monitoring of the company's carbon footprint was started, a fundamental tool for mapping the main emission sources and directing future mitigation actions more effectively.

The focus on sustainability has also been reflected in the daily management of the plants, with an intelligent and adaptive control of heating and cooling systems, which are optimised on a weekly basis according to weather conditions and staff presence cycles, in order to avoid energy wastage.

On the operational side, Steriline also made progress on logistics and waste management. 25% of the three-year target for optimising supply chain logistics was achieved, with a measurable reduction of internal transport and less waste of materials and resources. Even more advanced results have been achieved in waste management, where what was planned for the three-year period was completed: in the production department, waste sorting was implemented and improved, also thanks to investments in new dedicated containers and the active involvement of staff, who adopted more responsible behaviour in the daily management of resources.

Overall, the year 2024 represented an important milestone for Steriline on the path towards a more sustainable industrial model, in which technological innovation, environmental governance and corporate culture converge towards an increasingly conscious and integrated management.





## CLIMATE CHANGE

As mentioned in the previous paragraph, during 2024 Steriline started a systematic monitoring of the **Organisation Carbon Footprint**, consolidating its commitment towards an increasingly conscious management of **climate-changing emissions**.

**April 2025** saw the completion of the **second reporting** for the year 2024, developed according to the criteria of the **GHG Protocol - Corporate Accounting and Reporting Standard**. The analysis included **direct emissions (Scope 1)** and **indirect emissions from purchased electricity (Scope 2)**.

**Total emissions for 2024** amount to **297.7 tonnes of CO<sup>2</sup> equivalent**, recording an **increase of 12.6%** compared to the previous year. The increase is mainly attributable to **increased operational activity**, the **expansion of the company fleet** and the **internalisation of internal transport** between locations, as well as **the opening of two new leased warehouses**, which led to an increase in electricity consumption.

The analysis identified **two priority areas for action**

- **the efficiency improvement and decarbonisation of the company's heating system,**
- **the gradual transition towards an electricity supply from renewable sources.**

To this end, in **2025 structural and plant works already described in the previous pages** are planned including:

- **the relocation of some operations to the new production hub equipped with heat pumps**, in order to reduce the use of natural gas;
- **the installation of a new 200 kW photovoltaic system**, in addition to the existing 130 kW system, with the aim of **covering part of the electricity consumption with self-generated renewable energy**.

This reporting activity, which will be carried out on an **annual basis**, is a **strategic tool for the continuous monitoring of environmental performance** and **for guiding future corporate choices in terms of sustainability**.

The complete Carbon Footprint 2024 document can be consulted via the QR code on the side.





## SOCIAL DIMENSION

In the highly specialised sector of manufacturing automated aseptic filling and sterile handling systems, human capital is a strategic asset for Steriline, fundamental for growth, quality and continuous innovation. In an increasingly interconnected and competitive global environment, the company recognises that long-term success depends not only on the technology it develops, but also on the people who design, implement and evolve it every day.

In 2024, Steriline has strengthened its commitment in building a dynamic, inclusive and skills-development-oriented working environment, consistent with its international vocation and the complexity of the markets served. The company promotes a participative and welfare-oriented approach, in which each employee is valued not only for their technical skills, but also for their loyalty, proactivity and ability to contribute significantly to the corporate culture.

The company constantly invests in customised training paths which allow professional development and the emergence of talent, also through internal growth tools and structured career paths. Particular attention is paid to the enhancement of diversity and inclusion, understood as necessary conditions to generate a working environment rich in ideas, confrontation and innovation. Every individual is enabled to freely express opinions, initiatives and visions, contributing with their uniqueness to the growth of the company's know-how.






The concept of 'sterility' that characterises Steriline's products is not reflected in the internal organisation, where on the contrary the positive contamination of ideas and skills is promoted. This openness also translates into a concrete focus on young people and the world of education: year after year the company strengthens relations with universities and technical institutes, supporting academic projects, internships and school-to-work alternation courses, with the aim of training new talents in line with its values and the challenges of the sector.

In this scenario, the social dimension of sustainability for Steriline is not an accessory activity, but a structural element of its business strategy, in the belief that it is people who build innovation, and not the opposite. Only through an organisation that invests in human and professional growth is it possible to successfully facing the challenges of the industry of the future.



# OBJECTIVES AND RESULTS



AREA	THEME	 OBJECTIVES		 PLANNED ACTIVITIES 2024	 PROGRESS OF THE OBJECTIVE	 RESULTS	 2025 COMMITMENTS
S	Health and safety in the workplace	Consolidation of internal resources and expertise		Training of internal skills	100% Annual target	Internal trainer certificate achieved	Continuous improvement
		Continuous monitoring and updating of processes and procedures		Pathway to «ISO 45001» CERTIFICATION	0% target over 3 years	No cost/benefit assessment was carried out	Plan activities assessment to be completed by 2026
				Ongoing investment across all company sites in training, personal protective equipment and risk analysis	100% Annual target	Risk analysis update across the entire company perimeter.	Risk analysis extension to Como 3
S	Development of human capital	Focus on people's professional growth		Investment in training	100% Annual target	Individual coaches, training gyms Language training	Extension and enhancement of activities
		Focus on people's well-being		Extension of MBO and performance bonus systems	80% Annual target	Started and implemented	Completion, running-in and testing of the system
				Consolidation of welfare policies and services dedicated to employees in cooperation with local players	100% Annual target	New platform offering greater comprehensiveness adopted	Increase already very satisfactory degree of utilisation (85%)



## IMPACT ACTIVITIES 2024 - SOCIAL

In 2024, Steriline took important steps forward in strengthening its human capital, consolidating an approach that integrates professional development, organisational well-being and workplace safety oversight.

The year was characterised by a strong investment in training, aimed at supporting the growth of staff's transversal and managerial skills. In particular, a dedicated figure was appointed to teach English to all staff, helping to raise the internal language proficiency level. At the same time, an organisational development project was launched, which involved the entire managerial structure: through individual coaching sessions for management and training gyms for key roles, the company encouraged sharing and alignment on a new definition of vision, mission and values, with a positive impact on cultural identity and internal engagement.

The focus on valuing people also extended to the review of incentive systems. In fact, a new MBO and result bonus system has been launched and implemented, with a progress equal to 80% of the annual target, which will be completed and tested in 2025. In the welfare area, Steriline adopted a new, more complete and flexible digital platform, for the management of services and initiatives aimed at employees. The change has achieved a high satisfaction rate among users (85%) and has made it possible to expand accessibility to the opportunities offered.

At the same time, the company's commitment to health and safety in the workplace was confirmed. 2024 saw the achievement of 100% of the annual targets related to internal training and updating risk analyses, which were extended to the entire company perimeter. The company's RSPP was awarded the certificate of internal trainer, confirming the growth of specialised skills on the subject. However, the cost/ benefit assessment path for the adoption of ISO 45001 certification still needs to be started, whose planning is scheduled for the next two years.

Overall, the year closed with significant results in all key areas of human capital, reinforcing an organisational culture marked by participation, continuous training and widespread well-being.

During the year, Steriline contributed to the funding of a project promoted by a number of foundations in the Como area, aimed at involving and training young people as an active part of citizenship, building a cohesive and sustainable community.

The project entitled '**Changemakers for Como Unesco creative city**' included a training course dedicated to the SDGs of the United Nations 2030 Agenda and an interdisciplinary competition for creative exploration and experimentation. The projects realised by the participating students were exhibited and the 'Changemakers team' was created: a meeting and discussion space on the themes of sustainability animated by young people. The actions made it possible to create a strategic alliance with training centres and schools in the Como area.



In 2024 Steriline continued its collaboration with the Higher Technical Institutes (Istituti Tecnici Superiori - ITS) of the area, welcoming students on curricular traineeships.

As many as eight young employees from the courses '**Higher Industrial Mechatronics Technician**' and '**Chemical and pharmaceutical plants and production**' were then hired on a permanent basis.





## GOVERNANCE DIMENSION

The stability of the corporate governance is the prerequisite that allows Steriline to operate in a highly regulated environment such as that of sterile environment technology, guaranteeing quality, transparency and continuous innovation. In an industry where precision, traceability and reliability are prerequisites, the responsible management of business processes becomes a strategic factor, not only for operational efficiency, but also for the trust that the company is able to convey to customers, partners and stakeholders.






During 2024, Steriline strengthened the integration of ESG dimensions into its decision-making processes, developing tools and practices that consolidate an ethical and long-term oriented approach. A central role has been taken by the issue of customer satisfaction, considered not only a commercial objective, but an indicator of the overall quality of governance: systematically listening to feedback, analysing the customer experience and improving internal processes have been at the heart of the actions taken by Steriline to improve the quality of its business processes. Internal processes have been the focus of improvement actions. Alongside, innovation and Research & Development represent for Steriline a structural lever of its sustainability strategy.

The projects developed in 2024 included collaboration with research centres, universities and start-ups, with the aim of exploring solutions of advanced automation, reducing environmental impacts and increasing production efficiency. All with a view to open innovation, in which interconnection with external partners becomes an essential element for generating sustainable value. Guiding these paths is a governance system based on responsibility, integrity and strategic vision, which takes the form of transparent control mechanisms, performance monitoring, risk management and the promotion of a corporate culture based on ethics. For Steriline, in fact, sustainability is not only the “what” to do, but above all the “how”: a principle that is reflected in the quality of decisions and in the consistency between declared values and actions taken.



OBJECTIVES AND RESULTS



AREA	TOPIC	 OBJECTIVES		 2024 PLANNED ACTIVITIES	 GOAL ADVANCEMENT	 RESULTS	 2025 COMMITMENTS
G	Customer satisfaction	Continuous improvement of tools and processes for Customer Satisfaction		Activation of new processes for customer engagement, target identification and analysis tools for Customer Satisfaction	100% of annual target	Successfully tested the new questionnaire for in-person collection of customer feedback	Fully implemented
				Investment in training and skills geared towards quality and customer satisfaction	100% of annual target	Strengthening of dedicated processes	Continuous improvement
	Innovation and research and development	Consolidating partnerships in an Open Innovation logic and developing internal innovation- oriented processes		Monitoring and development of existing collaborations with universities, research centres and the education system	80% annual	Partnerships with ITS (Como and Bergamo) started	Conclude evaluation on suppliers for fluid dynamics and partnership development
				Continuous innovation in 3D printing	80% annual	Adoption of new material	Completion of 3D component mapping
				Implementation of robotisation projects for the pharmaceutical world	75% annual	Prototype started	Finalise commercial offer processing
				Consolidate internal management systems and expertise for innovation	50% over 3 years	ISO5600 evaluation Moved to 2025	Conclude cost/benefit assessment ISO5600



## IMPACT ACTIVITIES 2024 - GOVERNANCE

In 2024, Steriline decisively continued to strengthen its operational and strategic governance, by intervening systematically in key areas such as internal process optimisation, internationalisation, management digitalisation and technological innovation. One of the main achievements was the consolidation of the use of the new **SAP S/4HANA** management system, which was launched in 2023. During the year, the integration of information flows and the efficiency of business processes were further refined, thanks also to dedicated training courses for personnel, aimed at ensuring full and conscious adoption of the tool in all corporate functions.

In terms of innovation, 2024 was a year of consolidation and experimentation. The company intensified its collaborations with the school and university system, launching new partnerships with the ITS of Como and Bergamo, and activating strategic partnerships with the aim of developing shared projects and opening up collaboration channels with the academic world.

In the area of robotization, a prototype has been successfully launched and will go into production in early 2025. As far as 3D printing is concerned, a new material has been introduced and a systematic mapping of all components made by 3D printing is underway, aimed at monitoring plastic and reject savings. The commitment on the **Lean Manufacturing** also continues with the application of the 5S method to production environments.

The activities carried out in 2024 generated tangible results in terms of reorganising areas, optimising layouts and improving production efficiency. Alongside structured continuous improvement actions were initiated, based on direct listening and feedback from operators (interviews and e-mail reports), whose evidence is stored and monitored in a dedicated digital system, in line with ISO 9001 requirements.

In the field of Customer Satisfaction, a new questionnaire to be administered in the presence of customers was successfully tested, with the aim of collecting more in- depth and structured feedback. This was accompanied by investments in training on quality-related skills and customer relations, leading to the strengthening of dedicated processes.

Finally, strategic nature evaluations related to the **Open Innovation** model were initiated, including the cost/benefit analysis of the certification ISO 56000 certification, postponed until 2025, and a structured reflection on the application of fluid dynamics for air flow in isolators, currently in the process of collecting bids from potential suppliers. Overall, 2024 confirmed Steriline's desire to strengthen integrated governance, geared towards sustainable growth, continuous innovation and the full appreciation of internal expertise and strategic partnerships.



# APPENDIX

- Methodological note
- GRI Index
- Company performance
- Glossary





## METHODOLOGICAL NOTE

This document represents the third voluntary Steriline's reporting cycle drawn up with the aim of providing a clear and transparent overview of environmental, social and governance (ESG) performance. The Report describes the management model adopted, the policies implemented, as well as the main risks, opportunities and effects associated with the material topics identified. The reporting period coincides with the fiscal year 2024 (1 January - 31 December) and the perimeter includes all the company's operating sites: the main office and its extension in via Tentorio 30-31 in Como, the factory in Lurate Caccivio and the mechanical workshop in Albese con Cassano.

Steriline is aware of the evolution of the European regulatory context on sustainability, in particular the entry into force of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Although not formally applied, these standards have inspired the layout of this Report, awaiting further regulatory clarification following the "Omnibus" approved by the European Commission. In any case, the document has been drawn up in line with the main international

references, including the Sustainable Development Goals (SDGs), regarding which the company's sustainability plan stands in continuity and consistency, contributing - where relevant - to their achievement.

The standard adopted for reporting is the GRI - Global Reporting Initiative - according to the "with reference to GRI Standards" option. GRI". In particular, GRI 1: Foundation 2021 was used as the methodological basis. The statement of use is as follows:

**"Steriline S.r.l. has reported the information mentioned in this GRI content index for the period from 1st January 2024 to 31st December 2024 with reference to the GRI Standards."**





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GRI 418: Marketing and labelling 2016		


COMPANY PERFORMANCE


⚡ GRI 302-1 Energy consumed within organisations				
	2022	2023	2024	unit of measurement: gj
a. Total energy consumption from non-renewable sources (fossil fuels)	4136,8	4303,2	4804,3	
of which Natural gas	2267,1	2303,5	2342,3	
of which Petrol	97,0	101,0	81,2	
of which CNG	0,0	5,8	21,1	
of which Diesel	143,2	147,2	226,8	
of which Electricity consumption purchased from non-renewable sources	1629,5	1745,7	2133,1	
b. Total energy consumption from renewable sources	415,6	378,0	291,2	
Self-generated renewable energy consumption	415,6	378,0	291,2	
Total energy consumption of the organisation (a.+b.)	4552,4	4681,2	5095,6	

\*Conversion factors taken from the “Table of national standard parameters for greenhouse gas monitoring and reporting”, 2021 (ISPRA, Min. Ecological Transition).

\* the electricity supplier declares 36% energy from renewable sources, this percentage is not guaranteed, but the contract stipulates an emission offset proportional to consumption

🔊 GRI 302-3 Energy intensity				
FORMULA	2022		2023	2024
GJ energy consumed/ revenue (mln euro)	87,4		85,4	95,4

<div> GRI 305-1 Direct GHG emissions (Scope 1)</div>					
TYPE	2022		2023	2024	unit of measurement: tCO2eq
Methane seats	127,4		129,5	131,6	
Petrol	7,1		7,4	5,9	
Natural gas for vehicles (CNG)	0,0		0,46	1,2	
Diesel	10,6		10,9	16,7	
TOTAL DIRECT EMISSIONS (Scope 1)	145,1		148,2	155,4	


<div> <b>GRI 305-2</b> Indirect GHG emissions from energy consumption (Scope 2)</div>					
TYPE	2022		2023	2024	unit of measurement: tCO2eq
TOTAL EMISSIONS FROM ELECTRICITY PURCHASED Location based (Scope 2)	132,6		116,4	142,2	

Total emissions					
TYPE	2022		2023	2024	unit of measurement: tCO2eq
TOTAL GHG EMISSIONS Location based approach (Scope 1+ Scope 2)	277,7		264,4	297,7	

\* Conversion factors taken from the “Table of national standard parameters for greenhouse gas monitoring and reporting”, 2021 (ISPRA, Min. Ecological Transition).

\*\* Source conversion factors: “Emission factors for electricity production and consumption in Italy” published by ISPRA (2023)

🏠 GRI 305 - 4 Intensity of GHG emissions - LOCATION BASED			
FORMULA	2022	2023	2024
Total GHG emissions Location based/Revenues (mln euro)	5,3	4,8	5,6

 GRI 303 - 3 Water withdrawal				
WITHDRAWAL SOURCE	2022	2023	2024	Unit of measurement: ML
Third-party water Aqueduct	3,1	5,3	4,3	

<div> <b>GRI 306 - 3 Waste generated</b></div>				
<b>WASTE TABLE</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>Unit of measurement: T</b>
PLASTICS	21,6	24,5	41,4	
CARDBOARD	11,0	11,9	16,1	
VARIOUS METALS	55,3	64,5	49,3	
COPPER	0,0	0,00	0,0	
WOOD	32,7	52,3	67,2	
GLASS	10,4	37,2	46,8	
<b>TOTAL</b>	<b>131,0</b>	<b>190,4</b>	<b>220,8</b>	

# COMPANY PERFORMANCE

GRI 2-7 Employees									
INDICATOR	2022			2023			2024		
COMPOSITION OF THE WORKFORCE	women	men	total	women	men	total	women	men	total
Total number of employees	30	169	199	31	184	215	38	203	241
Total number of permanent employees	28	166	194	31	181	212	33	188	221
Total number of fixed-term employees	2	3	5	0	3	3	5	15	20
Total number of employees with non-guaranteed working hours	0	0	0	0	0	0	0	0	0
Total number of full-time employees	25	167	192	26	179	205	31	197	228
Total number of part-time employees	5	2	7	5	5	10	7	6	13

\*Method used for calculation: count per person at 31/12 of the reference year

GRI 2-8 Non-employee workers									
INDICATOR	2022			2023			2024		
COMPOSITION OF THE WORKFORCE	women	men	total	women	men	total	women	men	total
Workers relying on an employment office	0	17	17	1	20	21	3	6	9
Interns	0	0	0	0	2	2	0	7	7

\*Method used for calculation: count per person at 31/12 of the reference year

GRI 401-1 Recruitment of new employees and employee turnover										
INDICATOR	2022			2023				2024		
NEW HIRES	women	men	total	women		men	total	women	men	total
New hires: < 30 years	7	12	19	2		0	2	2	18	20
New hires: 30-50 age group	0	18	18	1		27	28	3	13	16
New hires: > 50 years	0	0	0	0		1	1	0	0	0
Total new hires	7	30	37	3		28	31	5	31	36
Percentage of recruitments compare to total employees			19%				15%			15%

FORMER EMPLOYEES	women	men	total	women		men	total	women	men	total
Former staff: < 30 years	1	4	5	0		1	1	0	1	1
Former staff: age range 30 - 55	2	8	10	2		11	13	1	9	10
Former staff: < 50 years	0	3	3	1		0	1	0	3	3
Total outgoing	3	15	18	3		15	18	1	13	14
Percentage of former employees compared to total employees			9%				7%			6%

GRI 403-9 Accidents at work - Table referring to employees			
INDICATOR	2022	2023	2024
Deaths due to accidents at work	0	0	0
Accidents at work with serious consequences	0	0	0
Occupational accidents recordable	4	2	4
Rate of accidents recordable occupational accidents*	11,9	5,4	10,1
Main types of occupational accidents	cuts	cuts and fractures	cuts and fractures
Number of days lost through injury	70	17	142
Number of hours worked	337.468	368.191	395.880

\* calculated on a 1,000,000 basis

GRI 403-10 Occupational disease - Table referring to employees			
INDICATOR	2022	2023	2024
Deaths due to occupational disease	0	0	0
Recordable cases of occupational disease	0	0	0



# COMPANY PERFORMANCE

GRI 405-1 Diversity in governance bodies and among employees										
INFORMATIVE		2022			2023			2024		
COMPOSITION OF EMPLOYEES BY GENDER CATEGORY AND AGE		women	men	age total	women	men	age total	women	men	age total
Employees	Percentage of employees by gender	15%	85%		14%	86%		15%	85%	
	Percentage of employees: <30 years	12%	18%	17%	18%	22%	21%	21%	20%	20%
	Percentage employees: 30 - 50 years	85%	61%	65%	79%	59%	62%	66%	62%	62%
	Percentage employees: >50 years	3%	21%	18%	3%	19%	17%	13%	19%	18%
BoD	TOTAL gender	1	4	5	1	4	5	1	4	5
	Percentage of employees by gender	20%	80%		20%	80%		20%	80%	
	Percentage of employees: <30 years	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Percentage of employees: 30 - 50 years	0%	20%	20%	0%	20%	20%	0%	20%	20%
	Percentage of employees: >50 years	20%	60%	80%	20%	60%	80%	20%	60%	80%
Directors	TOTAL gender	1	3	4	1	3	4	1	3	4
	Percentage of employees by gender	25%	75%		25%	75%		25%	75%	
	Percentage of employees <30 years	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Percentage of employees: 30 - 50 years	25%	75%	2%	25%	75%	100%	25%	75%	50%
	Percentage of employees >50 years	0%	0%	0%	0%	0%	0%	0%	0%	50%

GRI 405 - 2 Ratio of basic salary and remuneration of women to men				
INFORMATIVE REPORT	2021	2022	2023	Unit of measurement: Ratio of average women's salary to men's salary
CCNL level A1	na	na	na	
CCNL level B3	na	-2'%	-19%	
CCNL level B2	-4%	-16%	-10%	
CCNL level B1	na	na	na	
CCNL level C3	-6%	-4%	0%	
CCNL C2 level	-3%	-2%	0%	
CCNL C1 level	-3%	-3%	-3%	
CCNL level D2	-1%	-5%	-10%	
CCNL level D1	na	na	na	

\* NA indicates that it is not possible to calculate the ratio, presence of only one gender in the indicated level

# COMPANY PERFORMANCE

€ GRI 201-1 Direct economic value generated and distributed				
	2022	2023	2024	unit of measure: €
ECONOMIC VALUE GENERATED	54.931.851	56.412.961	56.152.192	
Net sales	52.845.450	54.964.901	53.979.643	
Income from financial investments	2.086.401	1.448.060	2.172.549	
Revenues from assets sales	-	-		
ECONOMIC VALUE DISTRIBUTED	50.136.241	49.914.983	53.655.039	

€ GRI 201-4 Financial assistance received from the government						
	2022	2023		2024	unit of measure: €	
Total monetary value of financial assistance received from any government	538.290	502.191		284.402		*Tax credits accrued in c/year
Tax reliefs and deductions	-	66.778		-		*R&D tax credit
Grants for Investment, R&D and other relevant forms of contributions	48.600	111.248		70.795		*Grants for operating and photovoltaic plants
Financial Incentives	489.690	324.165		213.607		

€ GRI 204-1 Proportion of spending directed to local suppliers				
	2022	2023	2024	unit of measure: %
Percentage of expenditure to suppliers of goods or services based in Lombardy	61,4%	61,4%	65,6%	

IN THE LAST 3 YEARS, THERE HAVE BEEN NO NON-CONFORMITIES ON THE FOLLOWING GRI'S BY THE COMPANY:

- 417-2 Incidents of non-compliance concerning labelling and information on products and services
- 417-3 Incidents of non-compliance concerning marketing communications
- 418-1 Founded complaints regarding breaches of customer privacy and loss of customer data
- 2-27 Compliance with laws and regulations

# GLOSSARIO

**Sustainability Report**

A voluntary disclosure document that transparently summarises the company's environmental, social and governance (ESG) performance, illustrating its commitment and sustainability objectives.

**CSRD (Corporate Sustainability Reporting Directive)**

European directive introducing new sustainability reporting requirements for companies, with the aim of increasing transparency, comparability and reliability of ESG information.

**ESRS (European Sustainability Reporting Standards)**

Technical standards developed to implement CSRD, which define content, indicators and reporting methods for sustainability information.

**ESG (Environmental, Social, Governance)**

Acronym identifying the three fundamental dimensions of sustainability - environmental, social and governance - used to assess the impact and responsible management of an organisation.

**Governance**

Structures, bodies and decision-making processes that guide the strategy and control of the organisation in accordance with the principles of ethics, transparency and accountability.

**SDG (Sustainable Development Goals)**

Sustainable Development Goals defined by the United Nations to be achieved by 2030. They constitute a global reference for guiding corporate strategies aimed at generating environmental, social and economic value.

**Global Reporting Initiative (GRI)**

International organisation that has developed one of the most widely used global standards for reporting ESG performance, promoting transparency and comparability.

**Stakeholder**

People, groups or entities that can influence or be influenced by an organisation's decisions, activities or results.

**Carbon Footprint**

A measure expressed in tonnes of CO2equivalent that represents the total greenhouse gas emissions generated directly or indirectly by **an organisation, product or service**.

**GHG Protocol (Greenhouse Gas Protocol)**

International reference standard for accounting and reporting greenhouse gas (GHG) emissions. It defines three categories of emissions: Scope 1 (direct), Scope 2 (indirect from purchased energy) and Scope 3 (other indirect along the value chain).





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