



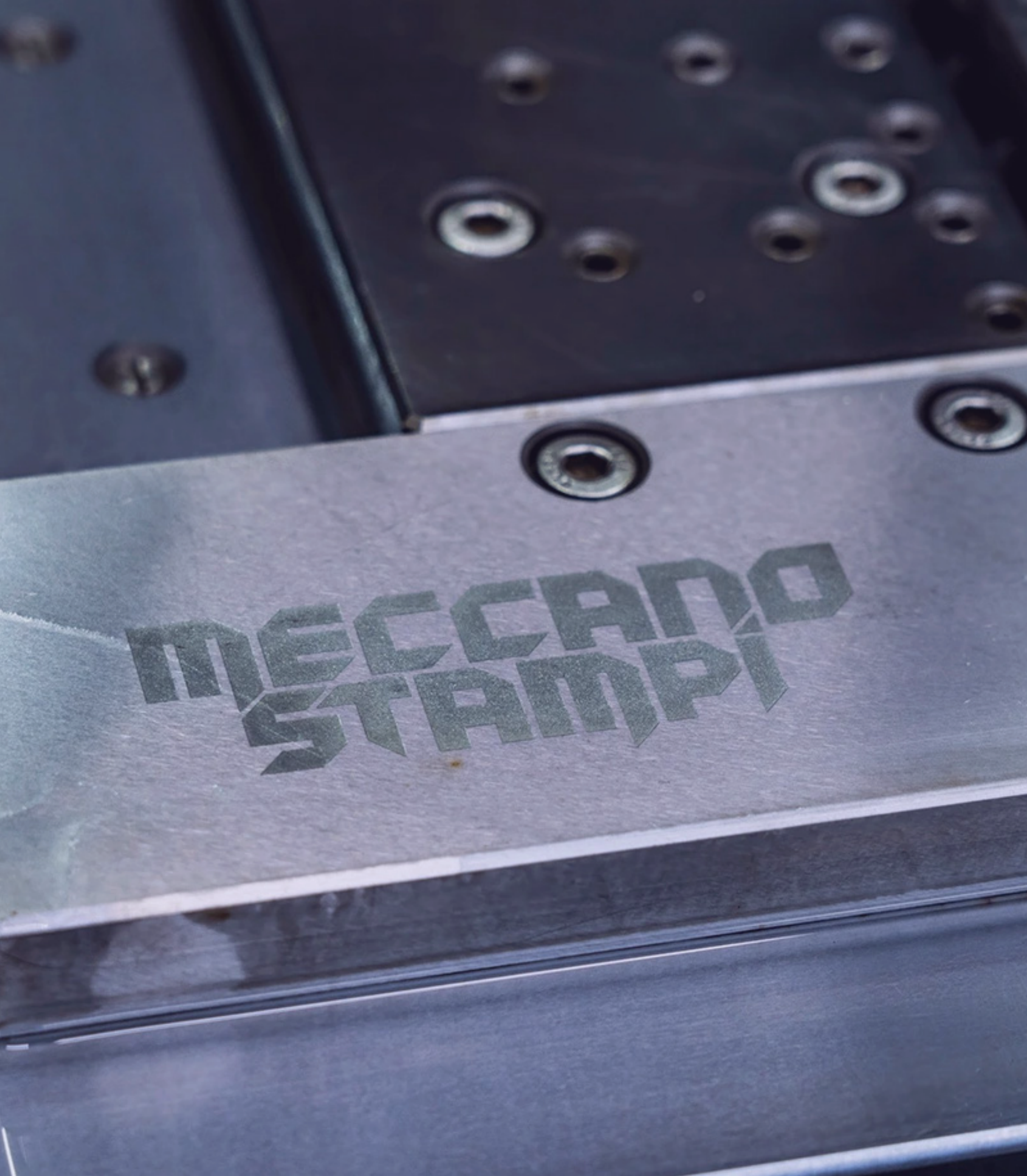
Sustainability Report

Year 2024

MECCANOSTAMPI, A STORY THAT BEGAN IN 1965.

Where **ideas**
take shape

MECCANO
STAMPI



Letter to our Stakeholders
Methodological note

pag.9	Our History
pag.10	Our facilities
pag.12	Our services: precision and planning as trademarks
pag.14	Certifications
pag.16	Our values
pag.22	Quality control and measurement
pag.24	Financial reliability
pag.32	Our approach to Sustainability
pag.33	Sustainability management
pag.34	The principles of the UN 2030 Agenda we are inspired by
pag.36	Stakeholder engagement
pag.38	Material topics
pag.42	Goals and future commitments
pag.46	People at the core
pag.69	Governance
pag.89	Meccanostampi for the environment
pag.111	Meccanostampi for the community and the local area

Index of reference standards

Letter to our Stakeholders

Dear Stakeholders,

It is with great pleasure that we present our third Sustainability Report. A document that, for Meccanostampi, is not only an exercise in transparency, but also an opportunity to reflect on the path we have taken and the commitments that lie ahead.

Once again this year, we have chosen to align our reporting with leading national and international sustainability standards, including the GRI Guidelines and the European ESRS framework, to strengthen the quality and consistency of our actions. Our goal remains to continuously improve the way we create value for all our stakeholders.

Founded in 1965, Meccanostampi is now a well-established industrial company, specialized in the design and manufacturing of moulds and in the injection moulding of high-performance polymers. With over 240 employees, four production facilities, and a reputation built on expertise, innovation, and reliability, we continue to grow with a strong focus on sustainability. We firmly believe that addressing environmental and social challenges responsibly is an integral part of a solid and conscious development process.

In recent years, we have given structure and direction to a transformation strategy focused on four key areas:

1. Sustainability governance, to ensure our commitment becomes increasingly systematic and cross-functional;
2. Environmental responsibility, through concrete projects focused on efficiency, emissions reduction, and circular resource management;
3. Social responsibility, by actively supporting our local community and promoting educational and cultural initiatives;
4. People development, by prioritizing safety, training, and the well-being of our employees.

The 2024 report is a tool for dialogue with all our stakeholders. It allows us to share the journey we are on and the directions in which we plan to continue investing. It is an opportunity to illustrate how we are integrating sustainability into our corporate vision, with the aim of developing a growth model that is robust, consistent, and mindful of the impact we generate on people, the environment, and the communities around us.

We hope you enjoy reading it.



Methodological note

This document represents the third sustainability report of Meccanostampi S.r.l.

ABBREVIATIONS

In this report, Meccanostampi S.r.l. is referred to as the “Company” or “Meccanostampi” or “we.” Meccanostampi S.r.l. holds the copyright for this report.

PURPOSE OF THE REPORT

The Sustainability Report is the tool through which the company communicates to both internal and external stakeholders its commitments, strategies, management methods, and results of business activities from an economic, environmental, and social perspective.

THE COMPANY’S REPORTING JOURNEY

The report has been prepared taking into account the content of international frameworks by the International Integrated Reporting Council and EFRAG (European Financial Reporting Advisory Group).

APPROVAL

The report was approved by the Board of Directors of Meccanostampi S.r.l. on June 8, 2025.

REFERENCE YEAR

The data and information contained in this document refer to the 2024 financial year (from January 1 to December 31). Where available, comparative data from previous years have been included to show the company’s performance trends over a broader timeframe.

REFERENCE SCOPE

The economic, social, and environmental data presented in this report refer to Meccanostampi S.r.l. as a whole, including all facilities, and refer to the 2024 financial year (from January 1 to December 31). Any exceptions to this principle are explicitly stated within the report.

REFERENCE STANDARDS

The report has been drafted with reference to the GRI Sustainability Reporting Standards, updated in 2021 by the Global Reporting Initiative (GRI), and to the European Sustainability Reporting Standards (ESRS), which are set to become the main framework for sustainability reporting in EU Member States, as established by the new Corporate Sustainability Reporting Directive (CSRD).

DEFINITION OF REPORT CONTENT

In defining the content of this report, the Company was inspired by the principles of materiality, completeness, and stakeholder inclusiveness as proposed by the GRI Standards, although it has not formally adhered to them. The three fundamental pillars of sustainability—economic, social, and environmental—were taken into consideration, with a particular focus on areas such as organizational governance, product responsibility, environmental responsibility, and people care. The data and information were collected through the internal operational flows already in place within the company. The report was drafted with the support of a specialized consulting firm.

The drafting of the report was carried out with the support of the consulting firm GCP Società Benefit.

DEFINITION OF THE REPORT’S CONTENT AND STRUCTURE

The “Index of reference standards” section contains a detailed overview of the disclosed information, developed in alignment with the disclosures outlined in the GRI Standards and ESRS.

FREQUENCY OF REPORTING

Annually.

EXTERNAL ASSURANCE

This report is not subject to any independent external assurance.

CONTACTS

For any information regarding the Sustainability Report, please contact: dzanella@meccanostampi.it



Our history

Meccanostampi was founded in 1965 from the clear and ambitious vision of its founder, Ludovico Trevisson: to establish a centre of excellence in the design and manufacturing of moulds for plastic injection moulding. Over time, that vision has evolved into a solid and forward-looking industrial reality.

Starting out as a workshop specialized in precision tooling, the company began integrating injection moulding into its services as early as the 1980s. By 1990, with 80 employees, Meccanostampi was already a recognized player in the sector.

Today, the company employs over 230 people and operates on a 25,000 m² production area with more than 140 injection moulding machines ranging from 40 to 500 tonnes across four plants in Limana (Belluno).

While preserving its artisan roots, the company has embraced a strong industrial spirit aligned with Industry 4.0 principles. Since 2016, Meccanostampi has embarked on a deep transformation journey focused on digital integration, automation, and interconnectivity to strengthen its competitiveness.

Today, Meccanostampi is recognized both nationally and internationally as a strategic partner for the development and production of high-performance polymer components, with operations in 12 countries and a reputation built on quality, innovation, sustainability, and reliability. A story of people, insight, and forward-looking decisions that continues to evolve with the same enthusiasm as day one.

Our facilities

1965



1980



Meccanostampi's entire production is based in Limana (Belluno), where four integrated plants form an advanced industrial hub. The company's premises span a total of 25,000 m² and host highly automated and interconnected departments, reflecting an efficient and modern production model.

Via Sampoi 73 – Limana (BL)

Via Sampoi 75 – Limana (BL)

Via Ugo Bracalenti 9 – Limana (BL)

Via Ugo Bracalenti 10/12 – Limana (BL)

This configuration allows for centralized expertise, technologies, and teams, enabling streamlined process control, swift decision-making, and a sustainable approach to resource management. The integrated production system is supported by approximately 230 employees, including 10 designers and 30 specialists in mould construction – the technical core of the company.

Today



Our services: precision and planning as trademarks

Over time, Meccanostampi has established itself as a reliable technological partner through a relentless commitment to excellence and continuous innovation. By progressively integrating advanced technologies and interconnected systems, the company has developed a flexible, automated, and fully integrated production structure.

Specialized in injection moulding of medium-small sized high-performance polymers, Meccanostampi serves diverse industries: automotive, electromechanical, electronics, lighting, hydraulic pumps, gas appliances, household goods, and sporting equipment.

Through sustained investment across all areas, the company now offers a comprehensive service chain: from co-design and mould engineering to in-house tooling, testing, injection moulding, and assembly of sub-assemblies. Operations run continuously, with a 24/7 internal tooling department and four moulding areas operating in three shifts with 140 automated presses.

To ensure top performance, the company uses 3- and 5-axis milling machines, automated EDM systems, and advanced planning software (APS) for integrated resource and material management. Each department is equipped with tools for dimensional and functional verification, directly linked to the company's IT system to ensure quality and traceability.

Meccanostampi stands out for its ability to deliver tailor-made, scalable, and technically advanced solutions. Operating in 12 countries, the company continues its sectoral diversification by leveraging cross-industry knowledge to develop increasingly effective, customized solutions.



Co-Design

We collaborate with clients from the early development stages to deliver optimized technical solutions in terms of functionality, materials, and mouldability. Our experience across multiple sectors ensures a flexible and targeted design approach.



Mould Design

Using state-of-the-art software such as Catia V5 and Moldflow, our technical team designs high-reliability moulds through integrated simulation and 3D modeling, even for technologically complex projects.



Tool Construction

Our in-house workshop runs three continuous shifts, utilizing CNC machines, robotic EDMs, and advanced measurement systems. Each mould undergoes thorough dimensional and structural testing for compliance.



Moulding,
Automation
and Quality

The injection moulding departments feature over 140 fully robotized presses. An automated planning system (APS) ensures resource optimization and production load management. Every batch is checked with advanced tools connected to the ERP system.



Assembly and
Finishing

We also supply preassembled sub-assemblies, ready for integration into clients' production lines. Assembly and finishing are carried out with artisanal care and industrial precision to ensure repeatability and reliability.

Certifications

At Meccanostampi, quality is not merely a goal—it is an operational principle that guides every phase of our work, from design to production, supplier management, and customer relations. Our quality system comprises tools, competencies, and responsibilities that are consistently and comprehensively applied across the organization.

Our Quality Management System has been ISO 9001 certified since 1997, covering the entire company's value chain. That same year, we also adopted the EFQM (European Foundation for Quality Management) model, which promotes an integrated business management approach aimed at creating sustainable value over time. This commitment led to the company being awarded the Italy Quality Award for the Triveneto region.

In subsequent years, we strengthened our system with the IATF 16949 certification, internationally recognized in the automotive sector, which requires stringent standards for supplier management, defect prevention, and process reliability.

Demonstrating a broader commitment to corporate responsibility, Meccanostampi also integrated ISO 14001 for environmental management and ISO 45001 for occupational health and safety—two critical standards for fostering sustainable growth and protecting people.

On the technical compliance front, Meccanostampi is certified as a UL supplier (category QMMY2), a prerequisite for serving markets with strict regulatory frameworks, such as North America.

Quality at Meccanostampi also includes organizational well-being. Since 2020, we have implemented the Family Audit program, which has introduced structured work-life balance policies and human capital development. The Executive certification obtained in 2024 confirms our dedication to creating an inclusive and socially sustainable work environment.

In 2024, our comprehensive commitment was recognized with an ESG “A” rating from Synesgy, an international platform assessing companies' environmental, social, and governance performance. This accolade underscores how our quality approach transcends technical compliance to embrace a fully integrated vision of sustainability and corporate responsibility throughout the value chain.

CERTIFICATIONS



RECOGNITIONS



Our values

Vision

"We aim to consolidate our leadership in the Italian market for polymer moulds and injection moulding, while expanding and forging long-term relationships with clients and partners in new global markets. We generate value through excellence—achieved by harmonizing human, process, and technological capital. We are committed to developing tailored solutions, combining advanced expertise and technologies to meet every client's specific needs. We strive to create an exceptional work environment that attracts and retains top talent, serving as a model of economic, social, and environmental sustainability in our territory."

Mission

"Through advanced technologies, innovative processes, and a highly skilled team, we aim to be the go-to partner for all our clients' mould design, manufacturing, and injection moulding needs, including integrated services."

Our strength lies in understanding and solving the unique challenges of each project, delivering custom, high-tech solutions. This approach builds lasting trust among clients, partners, and the community. We are committed to environmental sustainability, social responsibility, and transparency, aligned with the highest ESG standards throughout all operations."

The values of Meccanostampi form the foundation of our corporate identity and are the guiding principles that shape a responsible, resilient, and forward-looking organization. These values are not abstract statements—they are concrete references that drive everyday decisions, shape our corporate culture, and strengthen our bond with people, clients, and the local community.

Listening:

a core value that spans both internal and external relationships. By attentively listening to the needs of our clients, communities, and internal teams, we build strong relationships and continuously improve our performance and societal contributions.

Innovation:

we are continuously seeking new technologies and processes to enhance our offerings and anticipate market needs.

Quality:

excellence is our standard. Every product meets the highest benchmarks for precision and reliability.

Social and Environmental Sustainability:

we strive to reduce our environmental footprint, promote eco-friendly practices, and support community-based and educational initiatives.

Reliability:

we keep our promises and deliver dependable, high-quality solutions.

Collaboration:

we value teamwork both within the company and with external partners to achieve shared goals.

Professional Growth:

we invest in our people through training and development opportunities, ensuring their growth aligns with the company's success.

Integrity:

we act with transparency and honesty, upholding high ethical standards.

Service Excellence:

we provide tailored service and ongoing support to meet client-specific needs.

Adaptability:

we respond quickly to market changes and emerging challenges, adjusting strategies and processes to maintain our competitive edge.



**The Culture of quality: a
daily commitment**





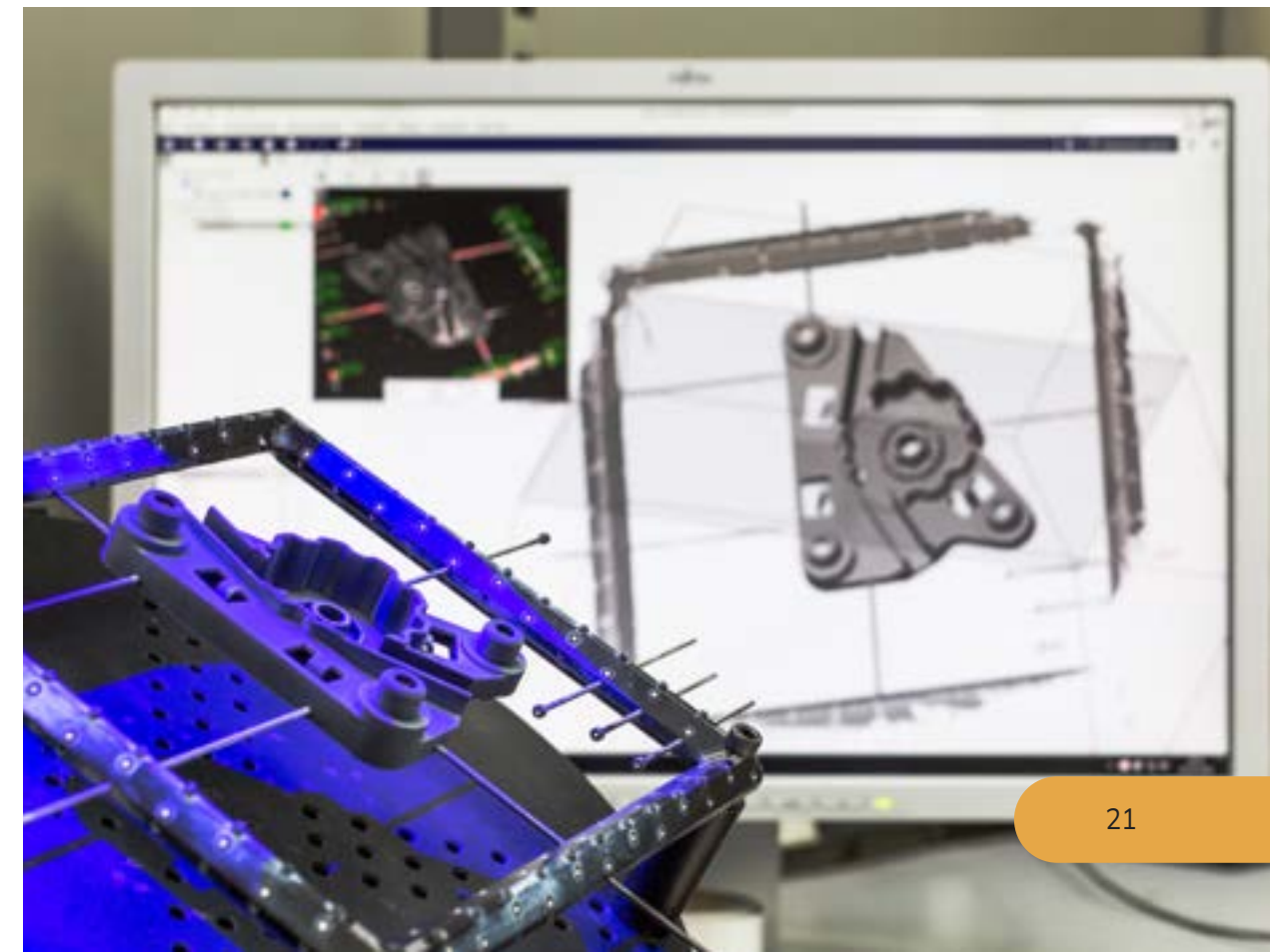
At Meccanostampi, quality is a dynamic balance of method, technology, and meticulous attention to detail. It is not a static concept, but a guiding principle manifested in every phase of our operations—from mould design and injection moulding to final assembly.

Over nearly 60 years, our definition of quality has evolved from a final checkpoint to a shared corporate culture. This model integrates optimized procedures into a reliable and flexible system, monitored in real time via digital tools and interconnected systems.

Production operates on three shifts, seven days a week, managed by an APS (Advanced Planning & Scheduling) system that ensures efficiency, safety, and traceability. Compliance is reinforced through an advanced metrology lab, which includes industrial tomography, optical scanners, and 3D measurement machines.

Every project is the result of close collaboration with the client, from co-design to tool making, moulding, and assembly. Meccanostampi offers an integrated service based on transparency, expertise, and attentive listening.

Our concept of quality extends beyond products to relationships—with clients, suppliers, and employees. It is the link between people, processes, and results, enabling long-term improvement and satisfaction.



Quality control and measurement

In the context of technical precision moulding, quality translates into the ability to meet strict dimensional specifications and ensure the reliability of the final component. For this reason, Meccanostampi has consistently invested in a highly specialized metrology laboratory equipped with advanced technologies for product validation and control.

Our equipment is constantly evolving. The laboratory performs physical-mechanical tests on both materials and moulded parts, including melt flow index, glow wire test, residual moisture measurement, and tensile, compression, and impact tests. For dimensional verification, in addition to traditional tools, we use a structured-light GOM scanner by ATOS—particularly effective for acquiring complex geometries with high precision.

This system is complemented by a 3D industrial computed tomography scanner, capable of analyzing both the internal and external structure of components using X-ray imaging. This enables us not only to detect hidden defects but also to take fast and targeted corrective action.

The lab is also equipped with three CMM (Coordinate Measuring Machines) using both tactile probes and optical sensors, as well as dedicated software for inspecting gears and worm screws. CAD-compatible systems allow for direct reverse engineering on the actual part.

Project validation involves the precise measurement of all design dimensions, supplemented by sampling inspections during production, often carried out in coordination with the client. Our capacity to manage hundreds of measurements simultaneously—even in multi-cavity moulds—enables us to respond quickly and efficiently to the most demanding requirements.

At Meccanostampi, measuring quality means combining technical expertise with operational speed. It involves adopting increasingly diversified and digitized control strategies, reinforcing the value of precision as a key differentiator and continually earning the trust of our clients.



Financial reliability

At Meccanostampi, quality goes beyond the product and process—it extends throughout the entire value chain and also translates into financial reliability. Meeting quality standards means ensuring punctuality, consistency, and continuity across the supply chain. Delays in payments or flow management can trigger ripple effects that compromise trust, influence pricing, and threaten the timely delivery of even the most strategic supplies.

Therefore, we closely monitor both our financial health and that of our partners, using advanced analytical tools and working with reputable rating agencies. Assessments are based on objective data from official sources such as the Bank of Italy's Central Credit Register, supplemented by structured feedback systems between customers and suppliers. The outcome is a comprehensive view of the solvency and sustainability of business relationships.

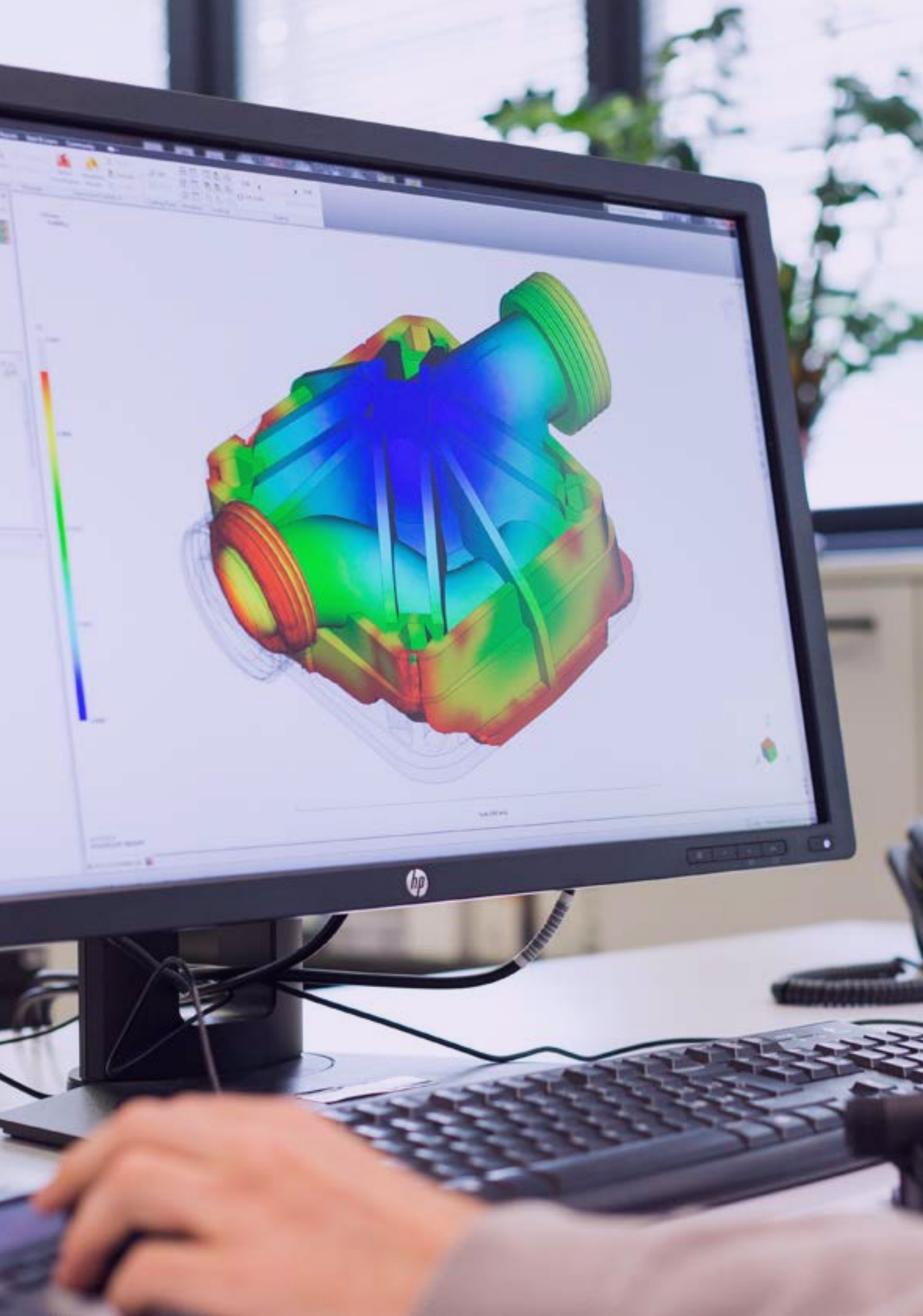
In 2022, Meccanostampi received the “Top Rating” recognition from MF CentraleRisk, placing us in the highest investment grade category (from AAA to BBB), and distinguishing us for our punctuality and solidity within the national banking system. This ranking—above the sector average—further strengthens our reputation among clients, suppliers, and financial stakeholders.

Assessing economic reliability is an integral part of our risk management strategy and partner selection process. The adoption of advanced software for scouting and process automation in marketing and supply chain supports a rigorous and proactive approach, aimed at building strong, transparent, and long-lasting relationships.





**Research and Development:
innovating for sustainable
competitiveness**



With over fifty years of experience, Meccanostampi's technical department is a cornerstone of the company's innovation. The continuous evolution of know-how, driven by ongoing training programs and the adoption of cutting-edge technologies, enables the team to tackle even the most complex projects with a proactive, solution-oriented mindset.

Our highly qualified design team works daily to transform technical requirements into intelligent and reliable solutions. Full process control combined with operational flexibility allows for continuous optimization of project workflows, drawing on experience across various industrial sectors.

Advanced software tools such as Catia V5 for 3D modeling and Moldflow for injection flow simulation are systematically used to anticipate, analyze, and resolve potential issues from the earliest development stages. The goal is to reduce setup times, boost efficiency, and ensure consistent, high-quality outcomes.

Dedicated workstations are equipped with automated control systems that inspect 100% of the most critical component features. Continuous monitoring is supported by feedback and data analysis tools that allow for the rapid identification of anomalies and prompt corrective action.

Synergy between the technical department, tool shop, and quality team enables seamless integration of development with testing, validation, and continuous improvement activities. This interconnected approach enhances our ability to anticipate client needs and address technical challenges in a timely manner.

Research at Meccanostampi also extends to materials science: new high-performance polymers are analyzed and tested to improve product efficiency and reduce environmental impact. The company is also exploring innovative sustainability-driven solutions, such as the use of recycled materials and energy-efficient moulding technologies. Our commitment to quality, innovation, and responsiveness allows us to consistently exceed expectations. As our clients often acknowledge:

“Complexity is not a constraint but a driving force: we approach every technical challenge with expertise, structured methodology, and an innovative mindset.”



Continuous improvement and technological innovation: 3D computed tomography

To meet growing expectations for precision, reliability, and speed in quality control, Meccanostampi has introduced 3D computed tomography into its inspection processes.

This advanced technology represents a major step forward in our ability to examine internal structures—even in the most complex and inaccessible geometries—using non-destructive X-ray imaging.

The system performs full scans, both internal and external, on one or multiple parts simultaneously, delivering highly detailed visuals and allowing for the precise identification of defects or anomalies. It proves particularly effective with plastic materials, where high-resolution detection is essential—even in critical areas that traditional instruments cannot reach.

Among its key advantages are fast scanning speeds, easy part positioning, and exceptional image quality. These benefits translate into greater operational efficiency, shorter validation times, and improved overall process reliability. With the adoption of this technology, Meccanostampi reaffirms its commitment to continuous innovation and technical excellence, integrating state-of-the-art solutions to consistently raise its quality standards.

Our approach to Sustainability

“Sustainability is deeply embedded in our industrial model and serves as a guiding principle for the company’s development. Meccanostampi’s growth has been shaped by a continuous effort to balance competitiveness with environmental stewardship, attention to people, and responsibility toward the local community.

We pursue this vision through a structured and cross-functional approach involving every department and function within the organization. A culture of sustainability informs our choices in eco-design, co-development, responsible innovation, and collective well-being, all while building a value chain increasingly attentive to environmental and social impacts.

Environmental sustainability is reflected in every operational decision we make. Our commitment includes the progressive reduction of CO₂ equivalent emissions and the mitigation of impacts across the entire supply chain—through tangible, measurable actions.

At the same time, we focus on internal sustainability, promoting training, safety, inclusion, and work-life balance. The well-being of our employees remains a priority, supported by a healthy, safe, and stimulating work environment.

Fully aligned with ESG principles, our strategy integrates economic and social objectives, engaging employees, customers, suppliers, partners, and communities in a shared journey toward sustainable growth.”

Sustainability management

The concept of sustainability revolves around three fundamental components:



ECONOMIC

Ability to generate value for stakeholders in an ethical and responsible manner.



SOCIAL

Ability to ensure human well-being (safety, health, education, participation, etc.) distributed in an equitable manner.



ENVIRONMENTAL

Ability to preserve natural resources over time.

To translate our commitment into concrete and measurable actions, Meccanostampi has established an internal Sustainability Committee composed of cross-functional members. This body is responsible for guiding, monitoring, and coordinating all initiatives related to environmental, social, and organizational sustainability.

The Committee’s responsibilities include:

- defining strategic objectives in collaboration with the Board of Directors;
- identifying key performance indicators (KPIs) to monitor outcomes;
- developing improvement plans and annual action programs;
- engaging internal and external stakeholders throughout the sustainability journey;
- assessing the effectiveness of initiatives and tracking progress achieved;
- preparing reports for the Board of Directors and the public Sustainability Report, which is integrated with the annual financial statements.

The Sustainability Report serves as a key instrument for transparency and accountability. In addition to documenting the economic, environmental, and social impacts of company operations, it fosters a shared culture of sustainability, strengthens stakeholder dialogue, and helps guide the company toward increasingly ambitious sustainable growth goals.

The principles of the UN 2030 Agenda we are inspired by



Driven by a long-term vision, Meccanostampi has adopted a sustainable strategy aligned with the United Nations Sustainable Development Goals (SDGs), focusing on several key principles that shape our commitments and guide our operational choices.

PRINCIPLE	CORPORATE COMMITMENT
Principle 3, "Good Health and Well-being"	The company is committed to promoting the well-being of its employees and surrounding communities through workplace health and safety programs, as well as healthcare support initiatives and flexible work arrangements.
Principle 4, "Quality Education"	We are committed to offering continuous training opportunities for our employees and to supporting educational projects in local communities.
Principle 5, "Gender Equality"	We promote inclusive policies and equal opportunities.
Principle 7, "Affordable and Clean Energy"	The company is committed to using renewable energy sources and improving the energy efficiency of its operations.
Principle 8, "Decent Work and Economic Growth"	We aim to create a decent and stimulating work environment by generating quality jobs and promoting initiatives for sustainable economic growth.
Principle 9, "Industry, Innovation and Infrastructure"	We invest in innovative technologies and sustainable infrastructures, promoting innovation as a driver of growth
Principle 13, "Climate Action"	We are committed to reducing the environmental impact of our activities and fighting climate change.

Through these commitments, Meccanostampi not only contributes to achieving the SDGs, but also aims to create long-lasting value for its stakeholders and for society as a whole.

Stakeholder engagement

At Meccanostampi, stakeholders form a wide and diverse ecosystem that includes individuals, institutions, and organizations that either influence or are impacted by our operations. Fostering stable, transparent, and collaborative relationships with all stakeholders is fundamental to creating long-term shared value and supporting our sustainable growth model.

Our approach to stakeholder engagement is built on three core principles:

1. Encouraging open and constructive dialogue;
2. Actively listening to needs, expectations, and suggestions;
3. Addressing concerns and opportunities for improvement in a timely and effective manner.

We continuously monitor and refine how we interact with stakeholders. Every interaction is seen as an opportunity to inform strategic decisions, reinforce trust, and contribute to responsible, long-lasting value creation.

STAKEHOLDER CATEGORY	INTERACTION TOOLS
Clients	Commercial interactions (negotiations) / Interactions with operational areas during the definition of technical specifications, order management, invoicing, and payments.
Commercial partners and/or referrers	Periodic reports / Interactions with operational areas on technical and commercial matters.
Suppliers	Emails / Phone calls / Scheduled or one-time orders with framework agreements / Annual performance evaluations / Periodic meetings.
Employees	1. Ongoing dialogue with the Human Resources Department 2. Annual meetings to discuss growth paths, set individual goals, and evaluate performance 3. Meetings with the corporate community to share results and future objectives of the Group 4. Training sessions 5. Awareness and information sessions on health and workplace safety 6. Training and talent development programs
Shareholders	Shareholders' meetings / Board of Directors / Steering committees / Plenary sessions
Financial institutions (banks and insurance companies)	Ongoing contact with the Administration, Finance and Control department / Periodic commercial and financial-economic reports
Non-profit and trade associations	Meetings / Events / Assemblies / Webinars
Educational institutions	Training courses / Internships / Career guidance for students
Local communities	Periodic meetings / Bureaucratic procedures carried out on their behalf
Neighbors	Condominium meetings or informal gatherings

Material topics

The materiality assessment is a strategic tool that helps Meccanostampi align its sustainability efforts with the most relevant and impactful issues. It enables us to identify, evaluate, and prioritize topics that significantly affect our economic, environmental, and social performance, and that are also important to our stakeholders.

In accordance with the GRI Standards and the European Sustainability Reporting Standards (ESRS), a topic is considered material when it has a significant impact on the company's ability to create value over time and is relevant to stakeholder expectations. This dual perspective ensures that the contents of this report reflect both the organization's actual impacts and the external context in which we operate.

The outcome of the assessment is presented in a Materiality Matrix, which offers a visual overview of the most relevant topics, categorized into economic, environmental, and social dimensions.

Methodology

The update of Meccanostampi's material topics followed a structured process:

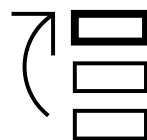
Identification of Relevant Topics: We conducted a detailed mapping of potential sustainability issues based on applicable regulations, industry benchmarks, international frameworks, and insights gathered through internal discussions with company representatives. Approximately 50 initial topics were considered.

Prioritization: These topics were then assessed through cross-functional workshops involving key departments (including executive management, sales, quality, procurement, and human resources). This collaborative approach helped capture the specific significance and operational impact of each topic within the Meccanostampi context.



TOPIC IDENTIFICATION

Topics potentially relevant for the Group and its stakeholders are mapped. In our case, around fifty topics were identified during the interviews conducted.



PRIORITY ASSIGNMENT

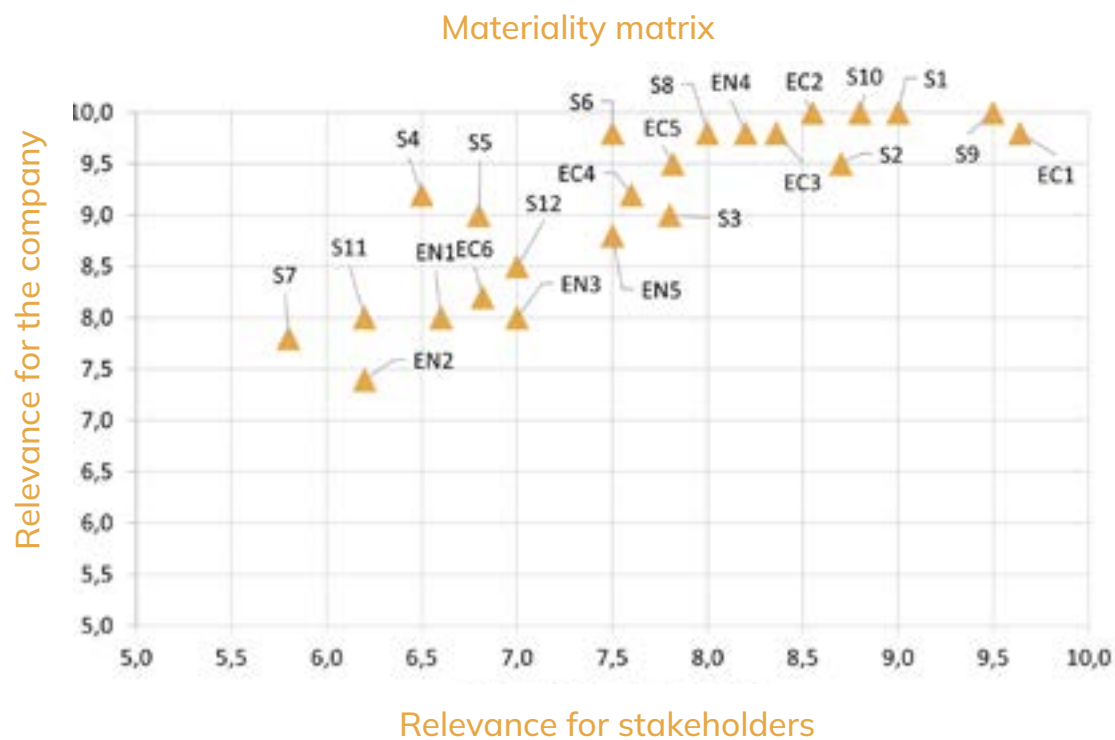
Priorities were established through a brainstorming session involving various company departments (marketing, purchasing, sales, management, quality, etc.).



The results were plotted on a two-axis matrix:

- The horizontal axis reflects the importance of each topic as perceived by stakeholders;
- The vertical axis indicates the strategic and operational relevance for Meccanostampi.

Topics located in the upper-right quadrant are considered most material, as they are highly relevant both to stakeholders and to the company. These issues form the core of Meccanostampi's sustainability commitments and reporting priorities.



A total of 23 material topics were identified:

- 6 topics of economic relevance (EC)
- 5 topics of environmental relevance (EN)
- 12 topics of social relevance (S)

LABEL	TOPIC
EC1	Long-term financial growth and stability
EC2	Business continuity and effective governance
EC3	Customer satisfaction
EC4	Market competitiveness
EC5	Product quality
EC6	Strong supplier relationships
EN1	Energy efficiency
EN2	Reduction of fossil fuel energy consumption
EN3	Industrial waste management
EN4	GHG emissions reduction
EN5	Reduction of air emissions
S1	Ethical business conduct
S2	Continuous employee training
S3	Equal opportunity
S4	Professional growth and skill evaluation
S5	Talent development and retention
S6	Employee well-being
S7	Flexible work arrangements
S8	Positive organizational climate
S9	Occupational health and safety
S10	Cybersecurity and data privacy
S11	Support for community initiatives
S12	School-to-work and internship programs

Goals and future commitments

For each material topic identified, Meccanostampi has defined clear improvement goals following the PDCA cycle (Plan – Do – Check – Act). This methodology allows us to systematically plan actions, implement them effectively, monitor progress, and take corrective or consolidating measures, in the pursuit of continuous improvement.

The majority of goals are tracked through Key Performance Indicators (KPIs), which provide measurable, objective, and transparent benchmarks for performance. KPIs are used to quantify results, typically expressed as percentages of achievement or other relevant metrics.

Each material topic has been mapped to one or more Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda, selected based on alignment with our operations and the potential positive impact Meccanostampi can generate. This mapping helps guide future initiatives toward high-impact areas and strengthens the alignment between corporate strategy and global sustainability challenges. By doing so, Meccanostampi aims to make its sustainability commitments increasingly tangible, measurable, and impactful—paving the way for inclusive, responsible, and long-term growth.

ECONOMIC

MACRO-TOPIC	MATERIAL TOPIC	2025 TARGET	SDGs
EC	Sustainable economic and financial growth over the medium-to-long term	Revenue: €42 million EBITDA: 10%	8
EC	Business continuity and governance	Operational management team with clearly defined delegations Effective Board of Directors (BoD) oversight	8, 16
EC	Customer satisfaction	Complaints-to-batches ratio < 0.2% On-time delivery rate > 93%	8, 9
EC	Market competitiveness	Win rate ≥ 27.5% Acquisition of at least 3 new clients	8
EC	Product quality	Scrap hours as % of total production hours < 1.6%	9
EC	Ongoing business relationships with suppliers	At least 78% of suppliers rated as “Good”	12

ENVIRONMENTAL

MACRO-TOPIC	MATERIAL TOPIC	2025 TARGET	SDGs
EN	Energy efficiency	Energy consumption < 2.7 kWh per kg of product	7, 13
EN	Reduction of energy from fossil sources	100% of electricity from GO-certified sources Expansion of photovoltaic systems (Cesa 1 and 2)	7, 13
EN	Industrial waste management	Waste-to-output ratio < 10% Recycled waste > 95%	12
EN	GHG emissions reduction	GHG intensity index < 8.25 kg CO ₂ e per kg of material consumed	13
EN	Air emissions reduction	Environmental incidents = 0	13

SOCIAL

MACRO-TOPIC	MATERIAL TOPIC	2025 TARGET	SDGs
S	Ethical business conduct	Zero corruption cases Code of Ethics shared with 100% of the supply chain Full compliance with Legislative Decree 231/2001	16
S	Continuous training	Minimum of 24 training hours per employee per year	4
S	Equal opportunities	Women on BoD > 30% Women in workforce > 15% Gender Pay Gap = 0	5, 10
S	Professional growth and skills evaluation	Annual appraisal meetings to update employees' Skill Matrix At least one individual performance review per year for 100% of employees	4
S	People development and Organizational Continuity	Annual employee turnover rate < 7% - Annual absenteeism rate < 2,5%	8
S	Employee wellbeing	Maintain Family Audit Executive certification	3
S	Flexible working arrangements	Approval rate for part-time/smart working ≥ 80%	8
S	Positive work environment	Implementation of employee satisfaction monitoring through surveys	3
S	Workplace safety	Zero workplace accidents 10% reduction in both Frequency Index and Severity Index of injuries	3
S	Cybersecurity and data privacy	Zero data breaches At least one annual penetration test and vulnerability assessment	16
S	Support for social causes	Donations to associations ≥ 0.1% of revenue	11
S	School-to-work programs and internships	100% acceptance rate for employees' children in school-work programs	4





**People
at the core**





At Meccanostampi, we are committed to fostering a company culture rooted in trust, respect, diversity, and equal opportunities for all. From the very beginning, the well-being, health, development, and empowerment of people have been at the core of our business philosophy. We place great emphasis on our people and firmly believe in the importance of creating an inclusive work environment that harnesses the full potential of the talents within our organization.

People are a strategic asset and essential to achieving our most ambitious goals. Our main commitment is to promote their value by offering a safe, engaging workplace guided by fairness, respect, and collaboration. With over 230 employees, Meccanostampi plays a significant role in local employment, actively contributing to the economic and social development of the community.

“Our primary commitment is to enhance the value of our people by offering a safe, stimulating work environment inspired by fairness, respect, and collaboration.”

Workforce Evolution

LOCATION	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Via Sampoi 73 e 75	102	13	109	11	115	15
Via Bracalenti 9	46	16	43	21	45	3
Via Bracalenti 10/12	43	3	45	3	42	26
TOTAL	191	32	197	35	202	44

Contract Types

	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Fixed-term	0	0	1	0	2	1
Permanent	191	32	196	35	200	43
TOTAL	191	32	197	35	202	44

Workforce overview and trends

As is often the case in the metalworking industry—characterized by a strong operational and manual component—the majority of Meccanostampi’s workforce is male. Nevertheless, the company has implemented policies aimed at fostering an inclusive and welcoming work environment, adopting recruitment and development strategies that actively promote gender diversity.

As of December 31, 2024, Meccanostampi employed a total of 247 people, continuing the steady growth trend observed in previous years. Compared to 2022, the workforce increased by 24 employees, equivalent to approximately 10.8%, with growth seen in both male and female representation. Notably, the number of women in the workforce has risen significantly: from 32 in 2022 to 35 in 2023, and up to 44 in 2024. This result marks a tangible outcome of the company’s commitment to inclusion.

The increase in headcount has been accompanied by a rise in permanent employment contracts, underscoring Meccanostampi’s intent to invest in stable and long-term working relationships. All employees are covered by national collective labor agreements. Meccanostampi is committed to offering salaries in accordance with the collective labor agreement for the metalworking sector, ensuring that all compensation complies with current regulations and contractual standards. Furthermore, the company guarantees equal pay for equal roles, regardless of gender, actively promoting equality and fairness across its workforce.

Age distribution

AGE GROUP	2022	2023	2024
Under 30	37	38	43
30 - 50	120	121	128
Over 50	66	73	75
TOTAL	223	232	246

More than half the workforce is aged between 30 and 50, highlighting a balance between experience and dynamism. Younger employees are being progressively integrated, while experienced profiles are retained and valued.

Distribution of Employees by Job Classification

Job classification	2022	2023	2024
Executives	2	2	2
Managers	4	5	5
Office workers	67	59	63
Workers	150	166	176
TOTAL	223	232	246

In 2024, workers remained the largest employee category, reaching a total of 176, up from 166 in 2023 and 150 in 2022. The number of office workers remained stable over the three-year period, while the number of managers increased from 4 in 2022 to 5 in 2023 and remained steady in 2024.

The number of executives also remained unchanged, with 2 each year. The company continues to enhance the value of the local context by selecting its executives directly from within the surrounding community.

Hires and Departures by Age Group

AGE GROUP	2022		2023		2024	
	Departures	Hires	Departures	Hires	Departures	Hires
Under 30	4	16	3	11	0	12
30 - 50	6	9	10	14	11	9
Over 50 (excluding retirees)	2	1	0	3	5	9
Retirements	3	/	6	/	6	/
TOTAL	15	26	19	28	22	30

Employee Turnover

	2022	2023	2024
Men	14	17	17
Women	1	2	8
TOTAL	15	19	25

In 2024, 30 new employees joined the company, continuing the growth trend seen in previous years. Of these hires, 40% were individuals under the age of 30, confirming Meccanostampi's commitment to generational renewal and the introduction of new skills. Excluding retirements, there were 16 departures, evenly distributed across all age groups.

The turnover rate remained low and consistent with previous years, with a higher incidence among male employees. The company ensures fair treatment for all new hires and applying no gender-based differences. This guarantees equal economic opportunities and fairness from the very beginning of each employee's professional journey.

Organizational Well-being

Flexible work arrangements remain a key tool at Meccanostampi for promoting employee well-being and facilitating the balance between personal and professional life. Introduced more systematically in recent years, flexible work is regulated internally to ensure it is applied in accordance with job characteristics and production requirements.

In 2024, 36 employees benefited from flexible work arrangements, consistent with the previous two years. The gender distribution among participants was proportional to the overall workforce composition, with 10 women and 26 men involved. In contrast, the number of male on-site workers remains significantly higher, reflecting the workforce structure typical of the manufacturing sector.

The company continues to allow employees, upon individual and documented request, to adjust their start and end times. This option is available to both white- and blue-collar staff, except for roles with rotating shifts.

The initiative is part of a broader strategy to support employees' personal and family needs, while promoting individual responsibility and autonomy in task management.



Adoption of flexible work arrangements

	2022		2023		2024	
	No flexible work	Yes flexible work	No flexible work	Yes flexible work	No flexible work	Yes flexible work
Women	21	11	25	10	34	10
Men	164	27	169	27	176	26
TOTAL	185	38	194	37	210	36

Workforce distribution by contract type

	2022		2023		2024	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Women	19	13	25	10	35	9
Men	189	2	192	5	196	6
TOTAL	208	15	217	15	231	15

The presence of part-time contracts, as observed in 2024, confirms Meccanostampi's commitment to offering a variety of employment options that support employees' individual needs and promote a better work-life balance. In 2024, 6% of the workforce opted for this arrangement.

In line with the provisions of the national collective labor agreement (CCNL), the company confirms its willingness to increase the acceptance rate of part-time requests from the current threshold of 4% to a maximum of 7% of full-time staff. This is part of a broader commitment to enhancing flexibility and organizational well-being.

Gender equality and inclusion policies: the Family Audit Project



The company has obtained the Family Audit certification, an acknowledgment awarded to organizations that are actively committed to promoting the work-life balance of their employees.

The certification is granted to organizations that undertake a structured three-and-a-half-year journey involving the implementation of a reconciliation plan aligned with specific parameters outlined in the Family Audit guidelines. This process requires active engagement from both management and employees, based on a careful internal analysis of needs and expectations.

Meccanostampi earned this certification in 2021 after initiating the process in 2020. The action plan developed during that time was successfully validated in both 2022 and 2023, confirming the company's ongoing and effective commitment to enhancing employee well-being.

In 2024, the company achieved a further milestone by obtaining the Family Audit Executive certification, the highest level within the accreditation process. This achievement reflects the maturity of Meccanostampi's system, the effectiveness of its implemented policies, and the full integration of reconciliation principles into its organizational model.

Meccanostampi is committed to becoming a role model for a new way of doing business—one that prioritizes people's well-being, workplace quality of life, and the creation of shared value for the community and the territory in which it operates. The certification journey is part of a broader program of continuous improvement and growth, with tangible positive impacts on people's daily lives.



“People are at the heart of every project we undertake.”

Policies for protection, growth, and participation

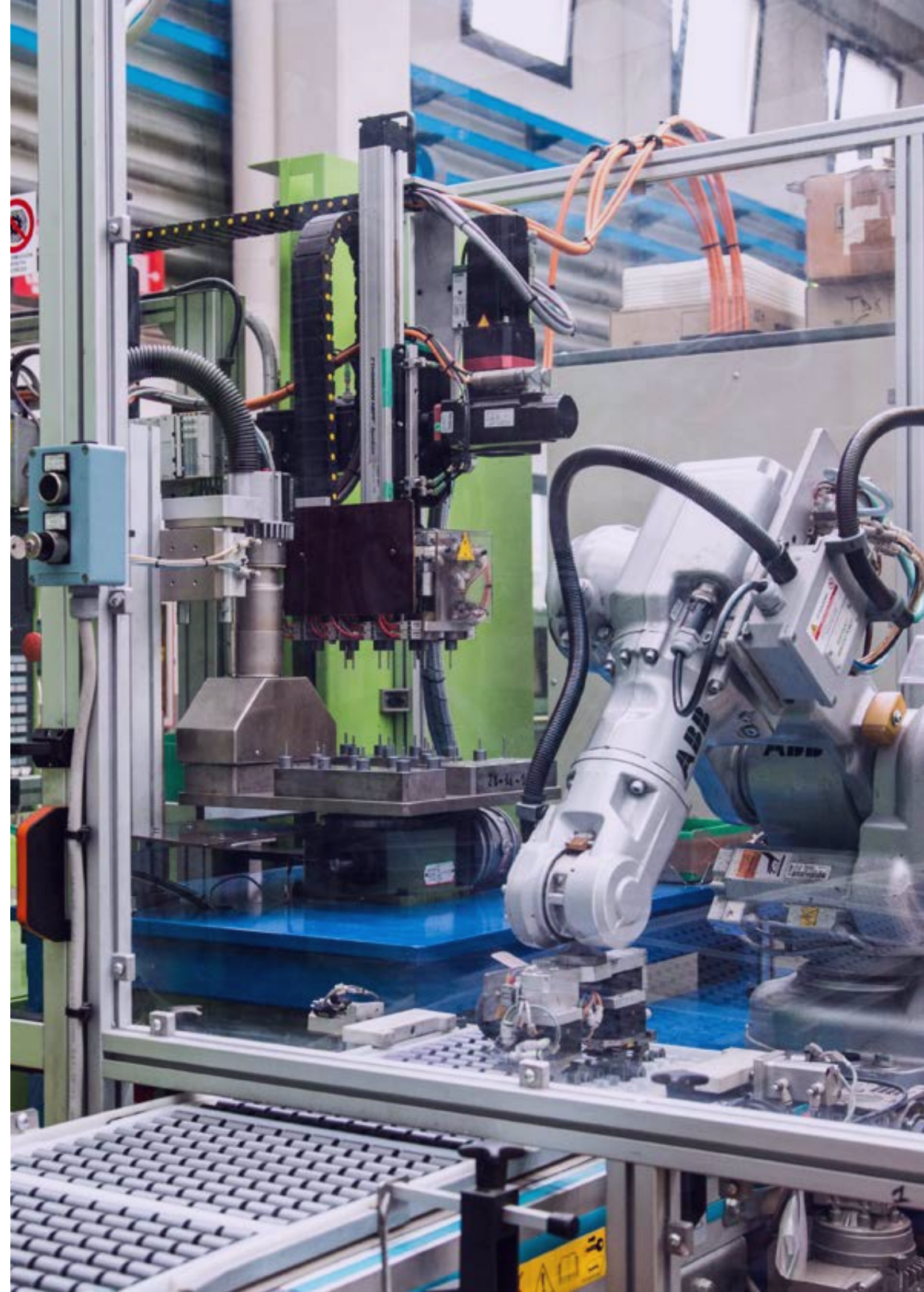
Meccanostampi continues to promote an approach to people management based on active participation, the enhancement of human capital, and constructive dialogue within the company. To this end, the company has defined a set of internal practices and guidelines aimed at continuously improving the organizational environment and supporting employee well-being.

Among the commitments made are:

- continuing the positive trend in new hires;
- organizing regular safety meetings involving the HSE officer (RSPP), occupational physician, management, and employee safety representatives (RLS);
- increasing part-time contracts and defining an internal framework for flexible work arrangements;
- implementing a periodic employee evaluation system to recognize competencies and set clear goals;
- providing a company cafeteria service from Monday to Friday;
- awarding loyalty bonuses at 15 and 20 years of service;
- supporting supplementary pension schemes to encourage informed participation among employees.

Furthermore, the company is committed to promoting a culture that values professional expertise through regular role assessments and development paths aligned with organizational evolution.

Together, these measures contribute meaningfully to strengthening the work climate and creating an inclusive environment that encourages growth and active employee participation.



Health and Safety at Work

One of Meccanostampi's top priorities is to ensure the health and safety of its employees and all collaborators, both within and outside its facilities. The company sees the implementation of increasingly effective measures to prevent workplace accidents and occupational diseases—and to respond efficiently to emergencies—as essential. A clear testament to this commitment is the achievement of the ISO 45001:2018 certification. ISO 45001 is an international standard for occupational health and safety management systems, demonstrating a company's dedication to reducing and preventing workplace injuries and illnesses while promoting both physical and mental well-being. Meccanostampi has adopted an integrated management system for health, safety, and the environment, which includes a company policy and a professional risk prevention plan. This system comprises concrete actions and controls aimed at reducing the likelihood of accidents and occupational illnesses. Health and safety performance is monitored through regular audits carried out by qualified external personnel, ongoing improvement plans, and annual inspections by a third-party organization. Operational checks are regularly conducted in all work environments by site supervisors, with a focus on the presence of dust and hazardous substances, noise, machinery-related risks, and manual handling tasks. A set of health and safety indicators is defined and tracked, as recorded in the "Health, Safety, and Environment Indicator Dashboard," maintained by the Health, Safety, and Environment Management System Manager.

The following indicators and related targets are included:

Supplementary training hours / total training hours	• 2024 target: 2%
	• Results:
	2022= 12,33%
	2023= 12,94%
	2024= 3,09%
	Comments: Target achieved. The 2024 training plan has been confirmed and implemented.
	• 2025 target: 2,3%
	Supplementary hours refer to the number of hours dedicated to additional or extra training beyond the mandatory requirements.

Reported hazardous situations / total accidents	• 2024 target: 40 %
	• Results:
	2022= 50%
	2023= 33,3%
	2024= 41,7%
	Comments: Target achieved. Awareness efforts on near-miss reporting among supervisors and staff are ongoing.
	• 2025 target: 43%

Number of accidents / total employees	• 2024 target: 0,4%
	• Results:
	2022= 0,45%
	2023= 0,86%
	2024= 0,81%
	Comments: Target not met, though 2024 saw an improvement over the previous year.
	• 2025 target: 0,4 %

Lost days due to accidents / total worked days	• 2024 target: 0%
	• Results:
	2022= 0,03%
	2023= 0,01%
	2024= 0,06%
	Comments: Target not achieved.
	• 2025 target: 0%

Recognized occupational diseases / total employees	• 2024 target: 0
	• Results:
	2022= 0%
	2023= 0%
	2024= 0%
	Comments: Target achieved.
	• 2025 target: 0

Each plant is equipped with fire extinguishers, fire doors, emergency lighting, and safety signage—all essential tools that enable staff, particularly emergency response teams, to act quickly and effectively in critical situations.

Safety personnel regularly undergo training, including hands-on simulations and specific courses such as rescue operations on elevated surfaces or rooftops. Company-wide evacuation drills have also been conducted to strengthen preparedness and operational awareness in emergencies.

Regarding health surveillance, Meccanostampi has appointed a Competent Physician to oversee employees’ health monitoring, supported by a team responsible for regulatory compliance, fitness evaluations, and special case management. In accordance with Legislative Decree 81/08, the company has established a Prevention and Protection Service to ensure legal compliance and assess additional needs related to health and safety.

Employee participation is encouraged through regular meetings with the Workers’ Safety Representatives at each location. These discussions help update risk assessments and operational procedures and foster direct employee involvement in managing workplace safety. A dedicated email inbox allows employees to submit anonymous reports about potential hazards, maintaining a transparent and accessible channel of communication between the safety representatives and the company’s internal health and safety management team.

Meccanostampi actively promotes a culture of prevention, engaging all levels of the organization through information, awareness, and training initiatives. Special attention is given to both general and job-specific training, including for new hires, in full compliance with current regulations. The company also organizes targeted courses on the safe use of work equipment to ensure that qualified, trained safety teams are present at every facility and on every shift.

Workplace Injuries

	2022	2023	2024
Hours worked	374.548	367.948	368.967
Number of workplace injuries	1	2	2
Number of days of temporary incapacity due to injury	128	26	239

Over the 2022–2024 period, the number of workplace injuries remained low, with very limited incidents relative to the total hours worked. In 2024, two cases were reported, consistent with the previous year. The number of hours worked stayed relatively stable throughout the period, with a slight increase compared to 2023.

The number of days of temporary incapacity due to injuries is subject to natural fluctuations, depending on the specific nature of each incident. The increase observed in 2024 was the result of an isolated case that led to a prolonged absence for reasons not directly related to the dynamics of the injury itself.

The company continues to strengthen its safety culture by encouraging responsible behavior and investing in ongoing training, with the goal of preventing all types of risks and ensuring increasingly safe working environments.

One of Meccanostampi’s stated objectives is to bring the number of workplace injuries down to zero in the coming years, as part of its ongoing commitment to continuous improvement in occupational health and safety.

Injury Frequency Rate and Injury Severity Rate 2022–2024

	2022	2023	2024
Injury Frequency Rate (IFR)	2,7	5,4	5,4
Injury Severity Rate (ISR)	0,34	0,07	0,65

The Injury Frequency Rate (IFR) measures the number of injuries per one million hours worked, providing a clear indication of how frequently incidents occur. The Injury Severity Rate (ISR) reflects the impact of injuries in terms of lost working days, calculating the number of days lost per 1,000 hours worked.

Over the 2022–2024 period, the IFR showed a slight increase from 2.7 in 2022 to 5.4 in 2023, remaining steady at the same level in 2024. These values remain relatively low, reflecting a context of continuous risk monitoring and management. The ISR, after a significant drop to 0.07 in 2023, rose to 0.65 in 2024, primarily due to a single incident that resulted in an unusually high number of lost workdays.

Training

Meccanostampi recognizes the central role of human capital development in all processes related to the adaptation of the corporate structure, technological and organizational change, and the broader goal of continuously improving quality, production, and competitiveness.

With this vision in mind, the company promotes structured and ongoing training and development initiatives for its workforce, including both technical and managerial courses. Meccanostampi empowers the Human Resources Manager and the Health, Safety, and Environmental System Manager to propose training topics for further exploration, aiming to identify the most recurrent learning needs among employees and design tailored training paths.

In 2024, training continued for staff responsible for operating ride-on forklifts, industrial trucks, and mobile elevating work platforms. In parallel, the onboarding programs for new hires are being revised to make training and equipment usage instruction more structured and transparent. Additionally, environmental awareness training has been reinforced, targeting all staff to improve knowledge on environmental protection and emergency management.

Over the 2022–2024 period, Meccanostampi has maintained a strong commitment to staff training, delivering an average of over 3,800 hours of training annually. Following a peak of 4,213.5 hours in 2023, the company provided a total of 3,849 hours of training in 2024, reaffirming its substantial investment in internal skill development.

All job categories have been included in the training efforts, with a particular focus on office staff and production workers, who together represent the majority of hours delivered. Compared to previous years, 2024 saw a significant increase in training hours for executives and especially for middle managers—rising from around 135 hours in prior years to over 440 hours. This highlights the company's growing focus on managerial training and the development of intermediate leadership roles. These results reflect a company-wide strategy aimed at broad-based professional growth and the strengthening of skills across all organizational levels.

Training hours delivered by job classification

Job Classification	2022	2023	2024
	Training hours	Training hours	Training hours
Executives	1	5	51
Managers	136,5	135	440,5
Office workers	2227,5	2649	2222,5
Workers	1127,5	1424,5	1135
TOTAL	3492,5	4213,5	3849

Meccanostampi meets its people

In 2024, Meccanostampi continued its established practice of holding two company-wide meetings open to all employees. These gatherings represent a valuable opportunity to share updates on the company's overall performance, review key commercial and financial results, and present future outlooks. The goal is to foster open and constructive dialogue across all departments, strengthening employees' sense of belonging and encouraging active participation. These meetings, grounded in transparency and open communication, continue to be an effective tool for cultivating an inclusive company culture focused on continuous improvement.

At the same time, Meccanostampi launched a periodic skills assessment process in 2024 with the introduction of the Skill Matrix. This tool allows for a structured mapping of employees' technical and cross-functional skills, enabling the monitoring of proficiency levels, identification of training needs, and planning of targeted development pathways. The Skill Matrix is a strategic pillar in human resource management, promoting a more conscious recognition of internal competencies and supporting decision-making in both organizational and training areas.

Future objectives

As outlined in the goals section, Meccanostampi is committed to enhancing employee well-being over the coming years through a series of concrete and ongoing actions. The current level of investment in training programs will be maintained, with the objective of ensuring continuous skill development and widespread professional growth.

The Skill Matrix assessment process will be progressively extended to the entire workforce, turning skills monitoring into a cross-cutting, integrated tool in corporate management. Health and safety systems will continue to be strengthened, with a focus on enhancing preventive measures and deepening the company's safety culture. The Family Audit certification will also be maintained, confirming Meccanostampi's commitment to supporting work-life balance. Lastly, the company will continue to accommodate requests for flexible work arrangements, where compatible with operational needs, offering solutions that support individual balance and overall employee well-being.





Governance

Governance model and organizational structure

Meccanostampi S.R.L. is a privately held, family-owned business that adopts a traditional corporate governance model. The Board of Directors (BoD) leads projects and initiatives in alignment with the company's long-term strategic objectives, fostering transparent management and consistent communication with stakeholders. The BoD oversees corporate communications on both financial and ESG matters, ensuring that they are delivered with clarity, integrity, and alignment with the company's guiding principles.

The BoD currently comprises three members: Laura Trevisson and Ludovico Trevisson, both from the Trevisson family, and an external member, Roberto Menichetti. The Board has recently formalized the appointment of a Chief Executive Officer (CEO), who is now responsible for the overall management of the company. The CEO ensures the achievement of both strategic and operational objectives, while promoting a corporate culture rooted in responsibility, innovation, and continuity.

The year 2024 marks a significant moment for Meccanostampi as it initiates a generational transition process. The company aims to strengthen its managerial structure to ensure business continuity, promote emerging talent, and facilitate the transfer of knowledge across generations. Inspired by family values and the desire to preserve its identity, this transition is seen as an opportunity to reinforce governance, prepare future leadership, and guarantee long-term stability.

The CEO directly oversees the following functional areas, ensuring consistency between strategic planning and daily operations:

- Human Resources
- Quality, Environment, and Safety
- ICT
- Administration, Finance and Control
- Sales
- Business Development
- Technical Management
- Procurement
- Operations Management

The company's oversight is entrusted to the Board of Statutory Auditors, which, pursuant to Article 2403 of the Italian Civil Code, monitors the adequacy and effectiveness of Meccanostampi's organizational, administrative, and accounting structure.

The Board is composed of:

- Dr. Michele Piana
- Dr. Riccardo Zaccone (also a member of the Supervisory Body under Legislative Decree 231)
- Dr. Malveno Meneghini

An additional strength of the company lies in its decision to have its financial statements certified by an independent third party, thereby ensuring transparency and reliability in its financial management,

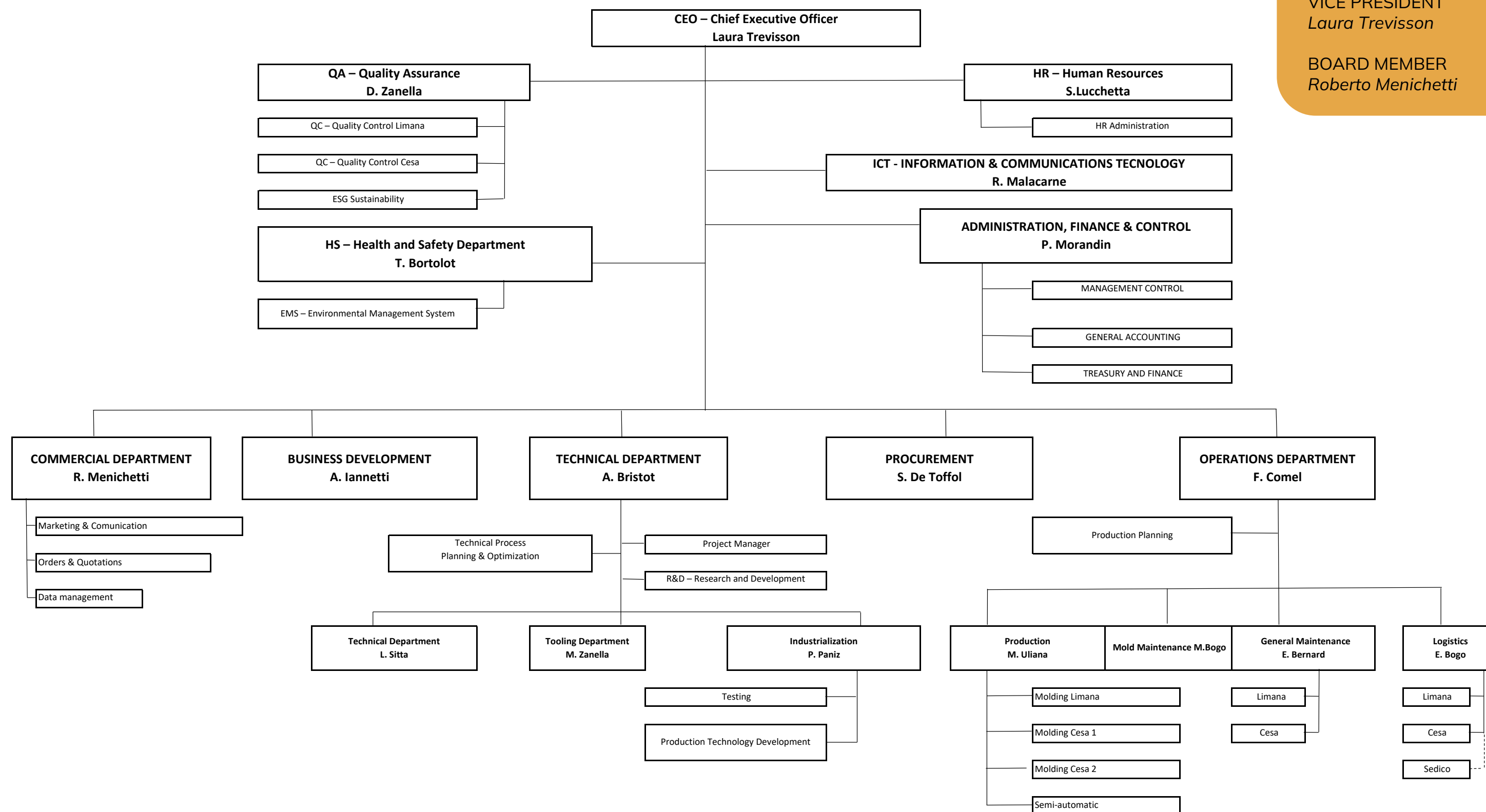


BoD – Board of Directors

PRESIDENT
Ludovico Trevisson

VICE PRESIDENT
Laura Trevisson

BOARD MEMBER
Roberto Menichetti



Role of functional areas

Under the guidance of the CEO, each functional area is responsible for executing corporate strategy and reporting on financial and non-financial business aspects.

This supports the preservation of the company's values and culture. Meccanostampi is working towards a more clearly defined organizational structure, with distinct roles and responsibilities: governance defines the strategy, while management is tasked with its consistent implementation. The company recognizes that change is both crucial and delicate. As such, any introduction of new methods, processes, or policies is approached gradually and inclusively, to effectively guide the organization into the future.

The declared aim is to tackle challenges step by step, alongside its employees, ensuring that each decision is fully understood and not perceived as top-down. This approach strengthens internal cohesion, fosters a sense of belonging, and promotes a participatory and resilient organizational model.

Strategy and Innovation

Each business unit contributes to the strategic guidelines defined by the BoD. Continuous and structured collaboration across departments enables the development of integrated long-term strategies that enhance competitiveness, explore new market opportunities, and drive innovation—while staying true to Meccanostampi's core values and culture. This ongoing cross-functional dialogue enhances the company's ability to:

- define business objectives aligned with long-term strategic directives;
- ensure the achievement of operational goals through a three-year plan and annual budget;
- coordinate the needs of various business functions effectively;
- protect and develop internal know-how;
- promote a culture of continuous improvement and innovation.

Sustainability Governance

Meccanostampi's governance structure facilitates the formulation and execution of an effective sustainability strategy, aligned with both Italian and European regulations and current market trends. ESG principles are now integral to the company's identity and guide decision-making at all levels.

The Quality Assurance function, which holds the sustainability mandate, works in close synergy with all other departments to provide guidance on environmental, social, and governance matters. This cross-functional model ensures active involvement across the organization in the pursuit of ESG objectives.

Strategic sustainability guidelines, once approved by the BoD, are communicated to operational areas responsible for developing short- and medium-term action plans. This guarantees that every business decision is based on sustainability criteria, contributing to shared value creation and safeguarding the company's reputation.

The Quality Assurance department's responsibilities include:

- embedding sustainability principles into corporate strategies, policies, and procedures;
- promoting ethical and responsible business practices;
- generating measurable positive impacts in the communities where the company operates.

Main objectives include:

- defining and proposing a sustainability strategy to the BoD, integrated into long-term strategic planning;
- supporting all departments in implementing ESG plans and monitoring key initiatives, especially in social and environmental domains;
- developing long-term corporate sustainability projects;
- ensuring transparency and efficiency in reporting systems.

Risk management

Risk management is fully integrated into Meccanostampi's governance framework to ensure that sustainability considerations are actively embedded in decision-making processes. A structured, proactive approach to risk identification and mitigation is vital for the organization's resilience and sustained ESG performance.

The company adopts a multi-level risk assessment approach, combining a top-down analysis of strategic and systemic risks by senior management with a bottom-up flow of operational insights from various departments.

This synergy enables a comprehensive and shared understanding of major threats and opportunities. Risk assessments are based on both internal sources (such as audits, functional feedback, and process indicators) and external inputs (including regulatory updates, industry benchmarks, ESG ratings, and stakeholder feedback).

This ensures alignment with the evolving competitive and regulatory environment.

The cornerstone of this system is the Risk Assessment Document, approved by the BoD, which identifies, describes, and evaluates the company's key risks, including environmental, social, and governance (ESG) risks. It also outlines mitigation measures and assigns operational responsibilities, ensuring a responsive and traceable control framework.

Risk management is closely tied to the sustainability strategy, with collaboration between the Prevention and Protection Service (QES) and the Quality Assurance department. All ESG topics are evaluated through a risk-based lens, enabling Meccanostampi to anticipate issues, strengthen its reputation, and foster balanced growth.

This structured approach allows the company to address uncertainty in a systemic and responsible way, reinforcing its position as a reliable, resilient, and sustainable organization.



Guiding principles and Business ethics

Legislative Decree 231/01

Meccanostampi has long adopted a rigorous approach to integrity and legality, placing business ethics at the heart of its strategic and operational decisions. Since 2009, the company has implemented the Organizational Model required by Legislative Decree 231/2001 and appointed a Supervisory Body to monitor compliance with legal requirements and the company's Code of Ethics, as well as to verify the effectiveness of the crime prevention system.

Although not mandatory for companies of Meccanostampi's size, adoption of this model demonstrates a voluntary commitment to strengthening the organization's defenses against potential misconduct and promoting transparent, responsible, and respectful behavior towards all stakeholders, with particular attention to the local community.

Ethics serves as a compass for all internal and external relationships. The company's Code of Ethics, which is regularly updated, defines the principles and behaviors expected in interactions with clients, suppliers, employees, institutions, and partners. Specific training programs are in place to raise employee awareness on integrity, regulatory compliance, and professional conduct.

Meccanostampi has also introduced whistleblowing procedures to report any conduct contrary to the law or company values, ensuring full confidentiality and protection for those involved. Reports can be submitted anonymously via secure, dedicated channels, including the email address odv@meccanostampi.it and the online form on the company's website.

The Supervisory Body, composed of one internal and one external member, is tasked with overseeing the implementation of 231 Model, regularly assessing its adequacy, and handling any reports that may compromise its integrity.

No instances of corruption occurred in 2024, confirming the company's firm commitment to a culture rooted in ethics, transparency, and legality—values on which Meccanostampi continues to build its future.

Code of ethics

Meccanostampi is committed to fully respecting human rights in all its activities, recognizing this principle as essential for building fair, long-lasting, and trust-based relationships with all stakeholders. This commitment is formalized in the company's Code of Ethics—a formal document approved by top management that outlines the rights, duties, and ethical values that guide conduct toward employees, clients, suppliers, public authorities, shareholders, and others.

More than a legal compliance tool, the Code actively promotes a culture of responsibility by clearly defining behaviors consistent with the principles of fairness, integrity, and respect—principles Meccanostampi identifies as its own. It outlines the “corporate ethics” to which all personnel must adhere.

All employees and collaborators are expected to act with the highest professionalism and respect for the dignity of everyone they interact with. They are encouraged to cultivate a daily climate of collaboration, sharing, and mutual trust with colleagues, customers, suppliers, and partners. Everyone is responsible for ensuring fair and inclusive conditions for all stakeholders, free from any form of discrimination.

Meccanostampi guarantees transparency in commercial relationships, fairness in negotiations, and full compliance with contractual commitments. The adoption of the Code of Ethics also reinforces the company's internal legal compliance system, supporting the crime prevention model outlined in Legislative Decree 231/2001.

The Code is periodically updated to reflect regulatory developments and the evolving social and business context. No cases of discrimination were reported in 2023, confirming a respectful and inclusive working environment aligned with the company's values.

This ethical commitment also extends to the supply chain: all new suppliers are required to sign Meccanostampi's Supplier Code of Ethics and are evaluated based on social and environmental criteria, in addition to quality and technical standards. Adherence to these ethical principles is continuously monitored and is a strategic priority to ensure consistency across the entire value chain.

Meccanostampi firmly renews its commitment to eradicating all forms of child and forced labor, promoting a responsible business model that respects human rights across the entire value chain.

The company enforces strict policies to ensure that all internal and third-party production activities fully comply with the rights of children and adolescents. A Corporate Code of Conduct has been implemented explicitly banning child labor and requiring all suppliers and commercial partners to comply with these ethical standards.

Through these actions, Meccanostampi aims to contribute to a fairer and safer production environment, protecting future generations and supporting equitable development for all children.

Likewise, the company strongly opposes any form of forced or compulsory labor and is committed to guaranteeing dignified, free, and respectful working conditions in every context and relationship. To this end, Meccanostampi has implemented a structured evaluation process for all partners to ensure full compliance with labor-related ethical and legal standards.

All suppliers are subject to strict selection criteria, including compliance with labor laws and international human rights standards. Adherence to these principles is a prerequisite for initiating and maintaining business relationships, reinforcing a responsible and sustainable production ecosystem.

Meccanostampi continues to promote legality and transparency through its Legal Compliance Rating—an official recognition established in 2012 by the Italian Competition Authority (AGCM). This rating certifies a company's adherence to ethical conduct and sound organizational practices, evaluating legal compliance and corporate social responsibility.

The rating, awarded on a scale from one to three stars and valid for two years, can be renewed upon request. Meccanostampi currently holds a rating of 2 stars ++, positioning itself among the most virtuous companies in its sector at the national level.

The company is especially proud to be one of the few businesses in the Belluno province to have earned this distinction, which serves not only as formal recognition but also as a concrete testament to Meccanostampi's commitment to ethical business, transparency, and sustainability.

Cybersecurity and data protection

In an increasingly interconnected environment, the protection of digital data represents a fundamental pillar of Meccanostampi's corporate strategy and a critical safeguard for ensuring operational continuity and stakeholder trust.

"Our company has always placed great emphasis on this area," states Remo Malacarne, IT Manager, "by adopting advanced technologies, structured policies, and best practices aimed at reducing risks and enhancing the resilience of our systems."

Meccanostampi makes significant investments in security tools and infrastructure to safeguard not only corporate data but also the information of clients, suppliers, and other partners. Among the key measures implemented is the partnership with an external Security Operation Center (SOC), which receives and monitors company activity logs in real time, enabling timely detection of anomalies and effective incident reconstruction.

The company has also achieved TSAX (Trusted Supplier Assessment Exchange) compliance—an industry-standard for cybersecurity in the automotive sector—which certifies adherence to stringent requirements for the protection of sensitive data and business continuity. In 2024, Meccanostampi initiated its compliance journey with the NIS2 Directive (Network and Information Security Directive), the new European regulatory framework for network and information system security. The goal is to ensure full compliance within the stipulated timeline, further strengthening the cyber risk management system and elevating security standards across the entire supply chain.

In parallel, Meccanostampi strictly adheres to the GDPR for the protection of personal data, through policies that enforce detailed access controls. Every data access is logged and restricted to authorized personnel only, based on operational responsibilities. Logs are retained for six months in accordance with current regulations to support potential audits or investigations.

This approach is grounded in the principles of "data minimization and accountability": each piece of data is accessible only to those with a legitimate need, minimizing the risk of unauthorized access.

Recognizing that cybersecurity also hinges on corporate culture, Meccanostampi has reinforced a robust security awareness program that includes regular training sessions and testing to increase employee awareness of digital risks. Simulated phishing tests and training initiatives are conducted at least three times a year, ensuring ongoing skill development and high readiness in threat management.

Rounding out its defensive system, the company performs regular Vulnerability Assessment and Penetration Testing (VAPT) through the external SOC, allowing for the prompt identification and remediation of any system weaknesses. Each detected vulnerability is addressed through immediate remediation plans to strengthen digital infrastructure and prevent incidents.

Through this integrated approach, Meccanostampi reaffirms its commitment to a proactive, transparent, and secure data management strategy, protecting corporate assets and stakeholder interests.

"For Meccanostampi, data is a valuable asset and, as such, must be protected to ensure both our own security and that of our clients."

Economic performance

Economic sustainability is the foundation that enables environmental and social sustainability. The economic value generated and distributed is a key indicator of the wealth created by the company through its activities, and how this value is redistributed among the main stakeholders with whom the organization engages.

In 2024, Meccanostampi generated economic value totaling €42.4 million, marking an increase from previous years and confirming the robustness of its industrial model. Of this value, over €40.3 million was distributed to employees, suppliers, public authorities, and the local community. Meanwhile, €2.04 million was retained within the company, primarily in the form of amortization and provisions supporting future investments.

Approximately 70% of the distributed value was allocated to operating costs, while 29% was paid out as employee wages and benefits, totaling €11.75 million—an increase from 2023. Payments to suppliers amounted to €208,750, while contributions to the community reached €123,693, including donations, sponsorships, and support for cultural and local initiatives.

Taxes and duties paid to public authorities amounted to €144,589, reflecting the company's commitment to legal compliance and contribution to the development of its operating context.

The increase in retained economic value—exceeding €2 million—demonstrates the company's intention to strengthen its financial base, enhancing resilience to future challenges and supporting investments in innovation, sustainability, and long-term growth.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

	2022	2023	2024
A. Direct economic value generated	38.331.472	37.745.745	42.421.676
B. Economic value retained by the company	6.847	320.373	2.044.744
Economic value distributed (c+d+e+f+g)	38.324.625	37.425.372	40.376.932
C. Operating costs	27.436.995	26.173.297	28.357.096
D. Wages and employee benefits	10.492.405	10.802.909	11.751.554
E. Supplier payments	92.289	274.464	208.750
F. Payments to public authorities	142.096	66.163	144.589
G. . Community investments	160.840	108.539	123.693
Profit / Loss for the year	6.847	320.373	2.044.744

Infrastructure investments

The energy efficiency investments undertaken over the past three years are as follows:

VALUE OF STRUCTURAL INVESTMENTS (IN EUROS)

	2022	2023	2024
Electric Presses	1.220.000	174.550	0
Nickerson Control Units	/	14.837	0
Energy-saving boilers and cooling systems	/	26.900	49.000
TOTAL	1.220.000	216.287	49.000

The investments made over the three-year period confirm Meccanostampi's strategic direction toward smart modernization of its facilities and more efficient energy management, in line with its sustainability and continuous improvement objectives.

The company focused on targeted, incremental interventions, such as the technological upgrade through electric presses and enhanced energy and environmental performance of its plants—demonstrated by investments in cooling and energy-saving boiler systems. This modular approach allows the company to balance innovation with sustainability, adjusting its investment plan flexibly and strategically based on annual priorities.

In the coming years, Meccanostampi plans to intensify structural investments related to the energy transition, particularly through the installation of photovoltaic systems and the renovation of roofing with the removal of non-compliant materials. These initiatives aim to progressively reduce dependency on the electrical grid and significantly lower the environmental footprint of production activities.



**Meccanostampi for
the environment**



Meccanostampi is committed to minimizing the negative environmental impacts of its operations. To this end, the company conducts continuous monitoring to assess the effects and impacts of its activities, aiming for ongoing improvement in its performance.

Significant efforts have been made to promote environmental sustainability initiatives across all production facilities. This commitment to environmental protection is manifested through reducing material waste, recycling operational scraps, sourcing recyclable raw materials, increasing the use of renewable energy alongside energy efficiency practices in production areas and offices, and proper waste management. Energy-saving programs include the use of solar energy and the installation of high-efficiency lighting.

Furthermore, Meccanostampi is dedicated to reducing greenhouse gas emissions through annual monitoring of its environmental footprint and the development of a low-impact activity plan, aiming in the medium and long term to prevent, mitigate, and respond promptly to the effects of climate change.

“Meccanostampi is dedicated to reducing greenhouse gas emissions through annual monitoring of its environmental footprint.”

Environmental management system

Meccanostampi has integrated environmental management with Health and Safety to establish effective operational tools for monitoring and managing environmental impacts arising from business activities. The system includes the adoption of an Integrated Policy for Quality, Health and Safety, and Environment, aiming to satisfy customers and stakeholders, comply with technical and quality requirements demanded by the market, and fully adhere to current regulations on workplace safety and environmental protection, following a logic of continuous improvement.

For all activities potentially impacting the environment, identified through an initial environmental analysis and subject to periodic reviews, specific operational procedures and instructions have been defined to guide personnel in proper management and impact containment.

Reliable indicators have been established for the main business processes, useful for implementing structured monitoring and measurement programs. Currently, the following environmental indicators are measured and monitored:

- number of environmental incidents relative to the number of facilities;
- fuel consumption of company vehicles and reduction of CO₂ emissions from vehicles;
- percentage of waste sent for recovery, recycling, or energy efficiency relative to total waste generated;
- electricity consumption;
- organizational Carbon Footprint, representing the company's overall environmental footprint.

This system allows for precise identification of improvement areas, preventing undesirable impacts and strengthening the organization's capacity to operate sustainably. Environmental objectives are defined based on periodic analyses and a structured assessment of risks and opportunities. Each improvement is carefully documented, verified, and monitored over time.

The Environmental Management System undergoes periodic reviews to evaluate its effectiveness and ensure a continuous path of growth and improvement in environmental performance.

Below are the current environmental objectives in detail.

Number of Environmental Incidents / Number of Facilities

- 2024 Objective: 0
- Result 2022-2023-2024: 0
- Evaluation and Comments: Objective achieved
- 2025 Objective: 0
- Action: Continuous monitoring and verification by the Health, Safety, and Environment System (SGSA) during periodic site visits.

Fuel Consumption of Company Vehicles and Reduction of CO₂ Emissions from Vehicles

- 2024 Objective: Maintain consumption levels not exceeding the 2022 baseline. During the procurement of new vehicles, consider fuel consumption and emission class, with a preference for electric-powered vehicles.
- Evaluation, Comments, and Result: The fleet expansion with four new vehicles, three of which are hybrids, met sustainability criteria. However, the increase in the vehicle fleet naturally led to higher consumption compared to the baseline.
- 2025 Objective: Maintain consumption levels not exceeding those of 2024. During the procurement of new vehicles, consider fuel consumption and emission class, with a preference for electric-powered vehicles.

Fuel Consumption (in Liters), 2022–2024

			Annual liters		
Model		Year	2022	2023	2024
AD 463 HG	Audi A8 4,2	1955	75,4	105,4	73,0
EA 897 SH	Fiat Fiorino	2010	133,3	130,8	205,2
FR 610 MV	Fiat Doblò Combi	2018	366,8	441,1	820,4
FR 629 MV	Fiat Doblò Combi	2018	578,9	633,3	904,4
FY 831 VS	Mercedes M450	2019	1.365,3	1.715,8	1.204,1
GD 575 TJ	Toyota Yaris Hybris	2021	688,8	861,4	792,8
GV738ZT	Toyota Yaris hybrid	2024			729,9
GV744ZT	Alfa Romeo Tonale Hybrid	2024			731,8
GW724EH	Alfa Romeo Tonale Hybrid	2024			352,3
Total PETROL			3.208,5	3.887,8	5.813,9
BM 503 LL	Hyundai Furgone	2000	323,1	245,2	0,0
DE 222 ZG	Mercedes ML	2007	1.062,4	621,5	929,0
DS 735 VW	BMW 118	2009	548,3	502,7	1.296,3
EJ 104 TY	Fiat Doblò Cargo	2011	191,3	193,2	251,6
EJ 105 TY	Fiat Doblò Combi	2011	721,6	731,8	851,2
EV 047 JY	BMW 320 SW	2014	1.365,9	1.199,7	779,3
EW 697 FX	Ford Gmax	2014	1.494,6	1.709,5	1.338,0
FE 973 RC	Mercedes C 220 SW	2016	1.300,8	1.200,8	1.403,7
ZA 221 NG	Mercedes Autocarro	2018	2.101,2	1.860,0	2.390,7
GW341NV	Alfa Romeo Tonale	2024	0,0	0,0	419,1
BM503LL	Hunday H1	2024	0,0	0,0	244,2
Total DIESEL			9.109,2	8.264,4	9.903,1
OVERALL TOTAL			12.317,7	12.152,2	15.717,0

Percentage of Waste Sent for Recovery, Recycling, or Energy Efficiency Relative to Total Waste Generated

- 2024 Objective: The percentage of waste sent for recovery, recycling, or energy efficiency should be between 90% and 100% of the total waste produced annually.
- Results:
 - 2022: 74.6%
 - 2023: 100%
 - 2024: 99.5%
- Evaluation and Comments: Thanks to partners introduced in 2023, waste management maintained a high percentage of recovery, recycling, or energy efficiency in 2024, consolidating results in line with the objective.
- 2025 Objective: The percentage of waste sent for recovery, recycling, or energy efficiency should be between 95% and 100% of the total waste produced annually.

*Electricity Consumption
per Kg Produced*

- 2024 Objective: Maintain specific electricity consumption below 3.00 kWh per kg produced through plant efficiency and optimization of production processes.
 - Results:
 - 2023: 3.08 kWh/Kg
 - 2024: 2.98 kWh/Kg
 - Evaluation and Comments: The 2024 objective was achieved, with improved specific consumption thanks to efficiency interventions and careful consumption management. The evolution of the machine fleet shows that the press replacement plan is yielding concrete benefits in terms of reduced energy absorption:
- 2017: 134 presses
 - 2018: 134 presses (7 decommissioned, 7 new)
 - 2021: 138 presses (4 decommissioned, 8 new)
 - 2022: 142 presses
 - 2023: 140 presses (5 decommissioned, 3 new)
 - 2024: 140 presses

The introduction of more efficient machinery, along with continuous monitoring through dedicated software, has allowed real-time consumption control and prompt intervention in case of threshold exceedances.

- 2025 Objective: Achieve a specific consumption of 2.70 kWh per kg produced by continuing the machinery renewal plan and further optimizing production processes.

Combating climate change

Climate change remains one of the most complex and urgent global challenges, requiring concrete and constant commitment from all stakeholders, including businesses. Meccanostampi, aware of its role and the responsibilities that come with it, reaffirms its active commitment to combating climate change, integrating this strategic objective into its sustainability policies.

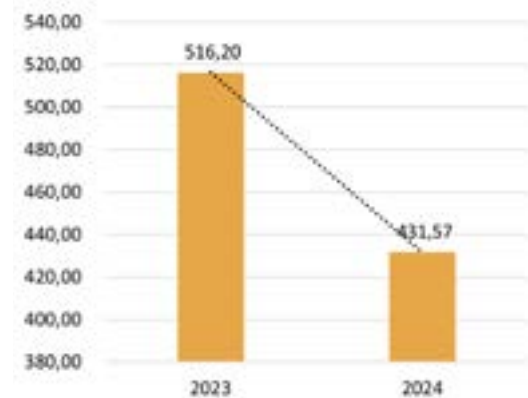
In 2024, the company strengthened its decarbonization path, focusing not only on reducing direct and indirect emissions but also on promoting efficient resource management and continuous improvement of production processes. Particular attention was given to optimizing energy consumption through machinery efficiency interventions and the introduction of advanced monitoring systems for real-time energy absorption control.

Meccanostampi's strategy is based on a scientific, transparent, and measurable approach, aiming to prevent and reduce climate-altering emissions throughout the value chain. In the 2023-2024 biennium, a detailed analysis of the Corporate Carbon Footprint (CCF) was completed, following the principles of the GHG Protocol, with the division of emissions into the three reference scopes (Scope 1, 2, and 3). This provided a clear and comprehensive view of environmental impacts, highlighting an improvement in carbon intensity due to reduced electricity consumption and more sustainable practices.

In line with European objectives and the guidelines of the Science Based Targets Initiative, Meccanostampi has initiated the development of a Decarbonization Plan to be presented in 2025. This plan includes concrete actions such as the installation of photovoltaic systems, the replacement of obsolete machinery, and increased attention to the environmental impact of raw materials used.

Meccanostampi's fight against climate change extends beyond emission reduction, encompassing a broader commitment to energy efficiency, responsible resource use, and stakeholder engagement in a shared sustainability journey. The clear objective is to actively contribute to the transition towards a low-emission future while ensuring competitiveness and innovation.

SCOPE 1



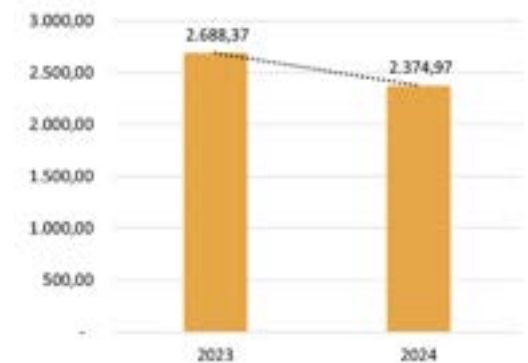
Scope 1 Emissions for 2023-2024
in TonCO_{2e}

Scope 1 emissions include direct emissions from sources owned or controlled by the company.

These encompass internally generated energy, such as natural gas and fuel, refrigerants, and emissions resulting from combustion in company-managed boilers and furnaces. Additionally, emissions from the company fleet, including cars, vans, trucks, and helicopters used for hospital purposes, are included.

Scope 1 also covers process emissions released during industrial operations and on-site production, such as factory fumes and chemical substances.

SCOPE 2

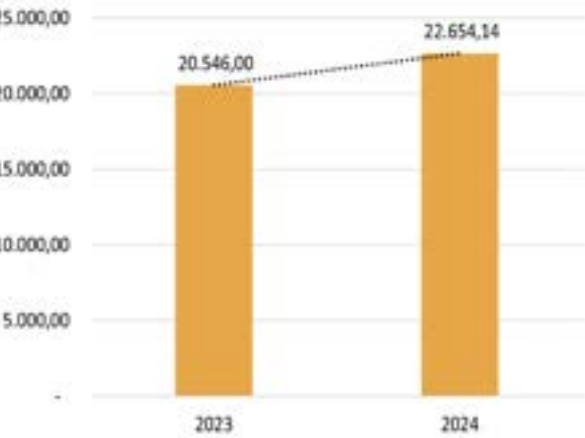


Scope 2 Emissions for 2023-2024
in TonCO_{2e}

Scope 2 emissions consist of indirect greenhouse gas emissions from purchased energy, such as electricity, steam, or heat, generated off-site and consumed by the company. For instance, electricity purchased from a utility is generated off-site and thus considered an indirect emission.

In summary, Scope 2 pertains exclusively to indirect emissions associated with the generation of purchased energy. The graph for the analyzed biennium shows a decrease in indirect emissions related to electricity purchases, due to reduced electricity consumption resulting from machinery efficiency improvements and the introduction of precise consumption measurement software.

SCOPE 3



Scope 3 Emissions for 2023-2024 in TonCO₂e

Scope 3 emissions encompass all indirect emissions occurring within a company’s value chain. Although these emissions are beyond the company’s direct control, they can represent the largest portion of its greenhouse gas inventory.

Upstream Emissions:

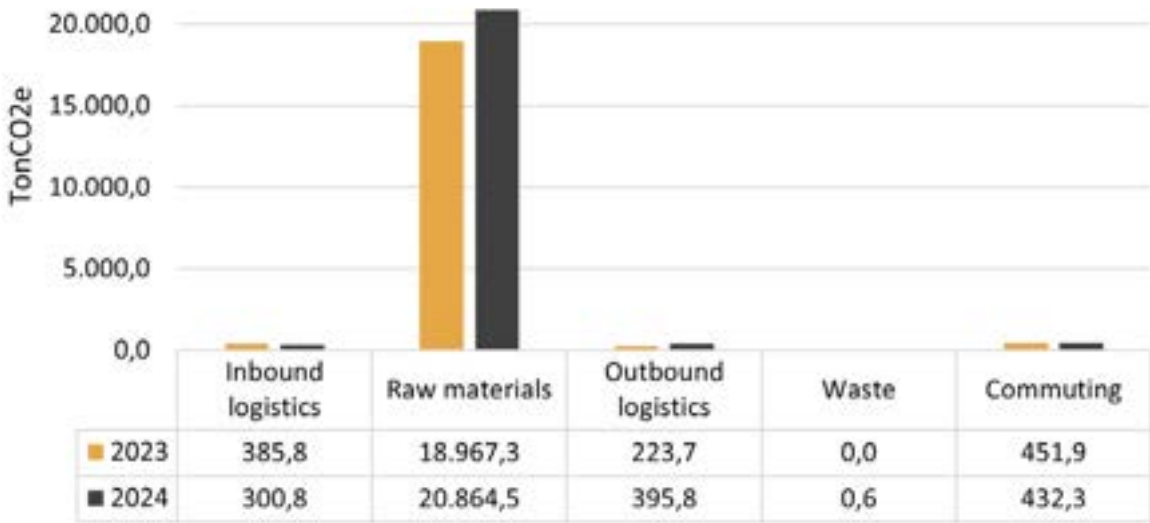
These include indirect greenhouse gas emissions within the company’s value chain related to purchased goods (material products) and logistics. The main areas analyzed are:

- Purchased goods
- Fuel and energy-related activities
- Upstream transportation and distribution
- Waste generated during operations
- Business travel
- Employee commuting

Downstream Emissions:

These include indirect greenhouse gas emissions within the company’s value chain related to sold goods and services after they have left the company’s ownership or control. The analyzed areas correspond to:

- Downstream transportation and distribution
- Use of sold products
- End-of-life treatment of sold products



Scope 3 Emissions by Category for 2023-2024 in TonCO₂e

In 2024, Meccanostampi continued to place a specific focus on analyzing the sources of Scope 3 CO₂e emissions, with particular attention to the breakdown across the various areas of the value chain that generate indirect emissions. This approach enables the company to gain an increasingly detailed understanding of the impact of its external activities and to identify targeted actions for their management and reduction.

The analysis of 2024 data highlights some variations compared to the previous year. In particular, emissions related to the purchase of raw materials remain the most significant share. Also in 2024, Meccanostampi retained Carbon Intensity per production volume as a key indicator, linking total CO₂e emissions to the volume in kilograms of raw materials consumed. Compared to 2023, the indicator recorded a slight increase, rising from 8.06 Kg CO₂e/Kg to 8.45 Kg CO₂e/Kg. This increase is linked to the growth in production activities and the resulting greater use of raw materials. The choice of such a specific indicator is crucial to account for potential business growth and to effectively compare emission trends over the years.

The company continues to use emission factors and the 100-year Global Warming Potential (GWP), in accordance with the international Ecoinvent database, thus ensuring a robust and comparable analysis of emissions.

This process of monitoring and managing Scope 3 emissions is part of Meccanostampi’s broader sustainability and decarbonization strategy, which aims to progressively reduce environmental impact across the entire value chain.

It should be noted that the GHG emission data presented in this 2024 report may differ from those in the 2023 Sustainability Report, following a methodological revision that includes only the raw materials actually consumed internally in the calculation.

Energy efficiency

The plastic molding industry is an energy-intensive sector due to the continuous operation of machinery, often running 24 hours a day, 7 days a week.

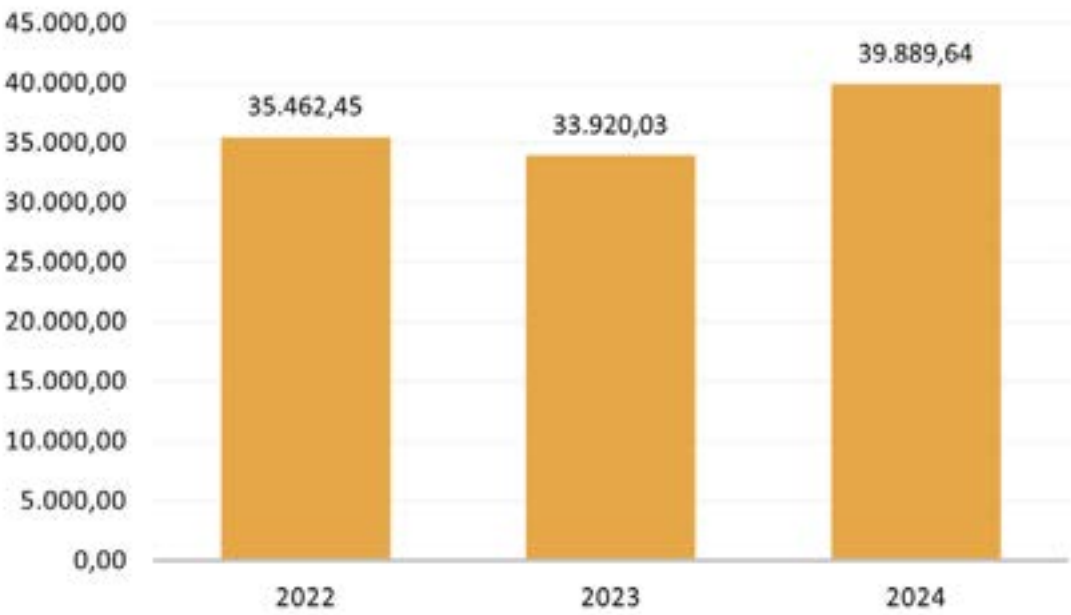
These machines require a significant amount of energy to heat plastic to melting temperature, apply the necessary pressure to inject molten plastic into molds, and maintain conditions throughout the extrusion process.

Energy Consumption in GJ, 2022–2024

ENERGY	Unit	2022	2023	2024
Gas	smc	5.677,50	5979,11	4616,48
Electricity	kWh	29.329,70	27494,7	34699,17
Petrol	litri	109,11	314,03	197,68
Diesel	litri	346,14	8.264	376,31
TOTAL		35462,45	33920,03	33920,03

The accompanying graph displays total energy consumption in gigajoules (GJ), the standard unit of measurement in the International System of Units (SI), instead of cubic meters, kilowatt-hours, or liters. This choice enhances data comparability over time, offering precision and consistency, and making the figures more accessible to international organizations, commercial partners, and regulatory bodies. The data show a clear trend of energy consumption reduction over the three-year period under review.

ENERGY



Energy Consumption in GJ, 2022–2024

The increase in energy consumption recorded in 2024 compared to previous years is closely linked to the growth in production and operational activities. The rise in diesel and petrol consumption stems from the expansion of the vehicle fleet, which was managed with sustainability-oriented procurement policies, favoring low-emission vehicles. The higher electricity usage reflects the larger workload handled during the year, further confirming the company's growth. Despite the overall increase, Meccanostampi has remained committed to responsible resource management, maintaining energy efficiency as a strategic guideline.



Toward more Sustainable energy

Reducing energy consumption is a top priority not only for operational efficiency but also as a key lever for lowering greenhouse gas emissions and minimizing overall environmental impact. Energy consumption represents the primary source of direct emissions from Meccanostampi's activities, which is why the company's ESG commitments are focused on reducing and optimizing energy use across the entire production process.

In line with the recommendations of the international scientific community, Meccanostampi has adopted a strategy based on continuous monitoring of energy use via dedicated software and a phased plan to replace obsolete machinery—already underway—to improve energy efficiency.

As further evidence of its commitment to a sustainable energy transition, the company has launched a self-generation energy project by installing photovoltaic systems at its facilities, with plans to expand their capacity in the coming years. Additionally, in 2024, Meccanostampi introduced a policy of purchasing Guarantees of Origin (GO) certificates, covering 30% of the electricity purchased at each production site. This move reflects growing attention to sourcing from renewable energy sources.

These initiatives will significantly reduce the environmental impact associated with energy consumption by lowering indirect emissions and minimizing losses from energy transmission and distribution. Furthermore, they will promote more efficient energy management from an economic standpoint as well.

The planned expansion of photovoltaic systems marks another concrete step in Meccanostampi's path toward environmental responsibility and continuous improvement of corporate performance.

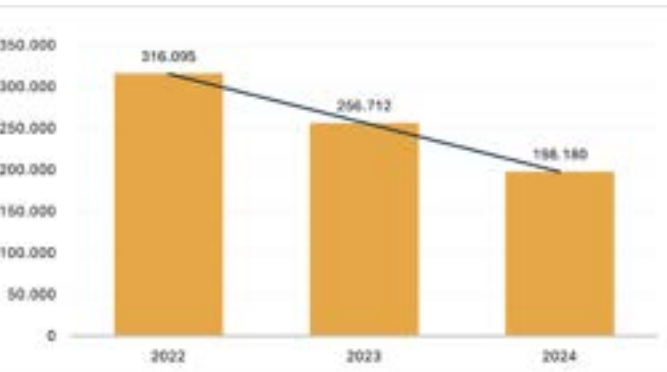
Efficient use of resources

In 2024, Meccanostampi strengthened its awareness of the environmental impact associated with the use of plastic raw materials, recognizing them as one of the main sources of CO₂e emissions. For this reason, the company has initiated a structured supplier engagement process with the aim of gaining a deeper understanding of their environmental performance and promoting an increasingly responsible and sustainability-focused supply chain.

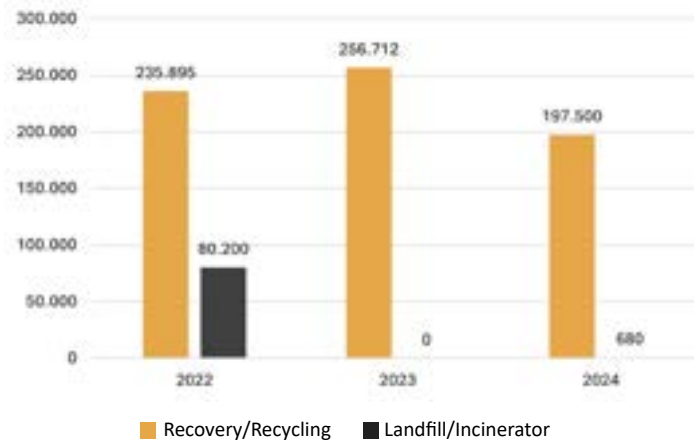
The goal is to assess the environmental impact of each purchased product and determine the amount of CO₂e emissions generated to produce 1 kg of that plastic raw material. Achieving this requires full cooperation from all supply chain actors. In the coming years, the company aims to obtain, for each plastic raw material purchased, documentation related to the product's Carbon Footprint (CFP) or an Environmental Product Declaration (EPD).

This initiative is part of the company's broader commitment to reducing climate-altering emissions, enabling more informed decision-making in material selection and the development of increasingly targeted and effective corrective actions.

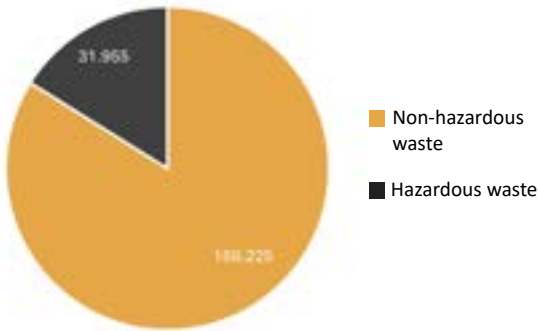
At the same time, Meccanostampi is continuing to optimize its production processes with the goal of minimizing waste generation. This includes the gradual replacement of less efficient machinery with new technologies that have a lower environmental impact. Furthermore, the company aims to ensure that, within the next few years, 100% of the waste generated will be directed toward recovery and recycling, in line with the principles of circular economy and sustainable resource management.



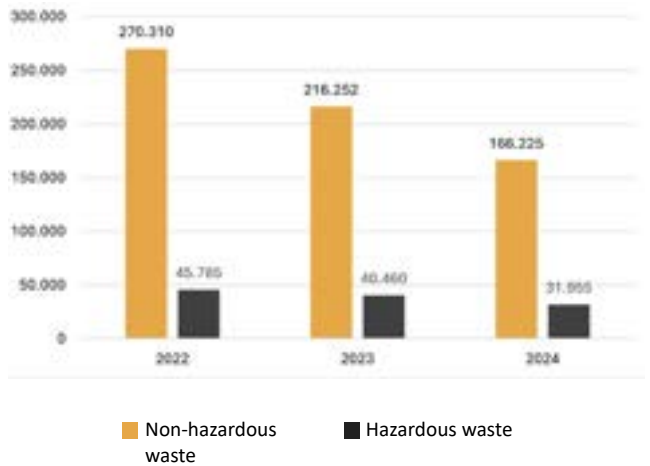
Waste Generated
Waste Generated in Kg, 2022–2024



Waste Destination
Waste Destination in Kg, 2022–2024



Waste Characterization 2024
Waste Characterization in Kg, 2024



Waste Characterization
Waste Characterization Over the Years in Kg, 2022–2024

The graphs show that all waste-related trends have improved over the three-year period under review:

- Total waste generated: In 2024, waste generation decreased by 37.3% compared to 2022;
- Waste destination: the share of waste sent for recovery or recycling increased from 75% in 2022 to 100% in 2023 and 99.7% in 2024;
- Waste characterization: Between 2022 and 2024, the volume of hazardous waste decreased, consistent with the overall reduction in total waste.

It is important to note that the classification of certain waste types as hazardous has been updated, which is why the figures may differ from those reported in the 2023 Sustainability Report.

Our Commitment to Sustainability

In recent years, Meccanostampi has strengthened its path toward increasingly responsible management by adopting policies and practices aligned with ESG principles (Environmental, Social, and Governance). The company’s focus on reducing environmental impact, valuing people, and ensuring transparency in governance has reinforced its sustainable growth model.

In 2024, this commitment was recognized with the awarding of an ESG rating of “A” by Synesgy, an international platform specialized in assessing companies’ sustainability performance. This achievement attests to Meccanostampi’s excellence in managing environmental, social, and governance matters, positioning the company among the most virtuous players in the sector.

The “A” rating confirms that Meccanostampi has implemented robust and consistent practices in line with the highest international standards, particularly distinguishing itself in the following areas:

- Environment (E): a strong commitment to emissions reduction, energy efficiency, and responsible resource management;
- Social (S): active policies aimed at protecting employee well-being, ensuring workplace safety, and promoting diversity and inclusion;
- Governance (G): transparent and ethical management, with clear decision-making processes guided by corporate social responsibility.

Future Outlook

Meccanostampi looks to the future with the aim of maintaining and further enhancing its current level of excellence, fully aware that sustainability is not only an ethical obligation but also a strategic factor for ensuring long-term competitiveness and resilience. Key areas of intervention include the continuation of the decarbonization plan, the strengthening of corporate welfare initiatives, and the ongoing improvement of governance practices in alignment with evolving European regulations.

Achieving the Synesgy rating marks a significant milestone—but not the final destination. Meccanostampi is committed to continuing its path of sustainable growth, creating shared value for all stakeholders, and actively contributing to a more responsible future that respects both people and the environment.





**Meccanostampi for
the community and
the local area**



The company's achievements in 2024 were also made possible thanks to the ongoing support of local communities.

The bond with the local area and its active collaboration remain core values for Meccanostampi, which is continuously committed to generating a positive impact on people's lives and the surrounding environment. Over the years, the company has built a strong relationship with the communities where it operates, listening to their needs and fostering a path of shared growth. This approach has led Meccanostampi to support numerous projects and initiatives that benefit local communities.

All activities promoted or supported by the company are based on careful assessments of local needs, allowing for effective and meaningful interventions aligned with the Sustainable Development Goals (SDGs).

In the most recent three-year period, Meccanostampi has focused its efforts on five key priority areas:

- Social initiatives
- Arts and culture
- Health
- Education, training, and research
- Sports

“The bond with the local area and its collaboration are fundamental values for the company.”

The table provides a summary of the initiatives supported by the company..

Contributions to the community in the 2022–2024 period

BENEFICIARY	PURPOSE	2022	2023	2024
ITI Segato	Donation of Haas simulator + compressor and tool kit	51.501	/	/
Canossian Institute of Feltre	Limes interactive devices	/	/	/
Human abilities research associations	“Building Relationships” project	4.930	/	/
Sci club Limana	Sponsorship	500	/	/
US Limana FC	Sponsorship	23.680	23.680	21.840
ASD Cavarzano Belluno	T-shirt sponsorship	/	5000	/
Welfarecare	Breast cancer prevention event	3.500	3.500	3.500
A.N.A Service	Sponsorship of the Alpine Gathering of Triveneto	/	2.500	/
Pro Loco Castion. & Buoni Motivi	Participation in the 24h San Martino race	/	1.979	/
Vivere Belluno - Kopiev Daniil	Donation for “Careers 360: from student to professional”	/	1.500	/
Cultural and Press Association of Belluno	Advertisement page purchase in the prose season booklet	1.000	1.000	1.000
Concession networks	Advertisement on a vehicle for disabled persons	1120	950	950
Arcobaleno Choir – Limana	Annual contribution	300	300	300

BENEFICIARY	PURPOSE	2022	2023	2024
Pro Loco Limana	Limana Festival	250	250	250
Rotary Project	Villa Gregoriana / Gold Partner in the “Drive Safely” project / “Let’s Care for the Environment” project	5.000	/	1500
A.s.d Nevegallika	Nevegallika book “Nevegal, facts, lived life, stories, anecdotes”	1000	/	/
Limana Cycling Club	Shorts with sponsor branding	500	/	/
Parrish of Limana	Donation	/	200	1.000
Alpine Hunting Reserve Association of Limana	Donation	300	/	
Welfare and territorial identity fund	Project “My Nest is in the Mountains” (book purchase)	150	/	/
Bellunesi nel mondo	2021 membership – Bellunoradicci.net	1000	1000	1000
Other	Donation to “Planet Water Foundation”	/	/	/
Municipality of Limana	Minibus for elderly transport	/	/	30.000
TEDx Belluno	Organization of TEDx Belluno event	/	/	3.500
Alpini Group of Limana	Meccanostampi Valmorel event	/	/	2.000
Belluno Youth Council	Careers 360 event			410
Council local econ. Activities	Christmas lighting contribution			250
TOTAL		94.731	41.859	67.500

Support for local communities

Between 2022 and 2024, Meccanostampi allocated over €200,000 to initiatives in support of local communities, reaffirming its commitment to backing projects with social, cultural, educational, and sports-related value. These contributions, disbursed based on specific needs identified within the territory, involved numerous beneficiaries and stand as tangible evidence of the company's dedication to promoting the development of the social fabric in which it operates.

At the same time, Meccanostampi is firmly committed to avoiding actions that could generate significant negative impacts on local communities, embracing a responsible approach based on respect, engagement, and sustainability in relation to the social environment in which it is embedded.



Collaboration with Local Schools

Meccanostampi is proud to support the communities in which it operates and is deeply committed to promoting and developing educational initiatives that introduce young minds to the world of advanced manufacturing.

Over the past few years, the company has strengthened its relationship with local schools through various forms of collaboration. It has organized company visits for students, giving them the opportunity to closely observe the production process and gain insights into the skills required in the workplace. Additionally, Meccanostampi has launched internship and school-to-work programs, allowing students to apply the knowledge acquired in the classroom and develop new professional skills.

School Partnerships

Number of internships and school-to-work programs	2022	2023	2024
Students	3	7	3

In 2024, the number of students involved in school-to-work transition programs reflects the natural variability of these initiatives, which depend on the specific requests and educational plans of the schools. Meccanostampi reaffirms its ongoing commitment to promoting these formative experiences and, in this context, also offers all employees' children the opportunity to carry out their school-to-work programs (ASL) within the company, providing a real chance for personal and professional development.

Meccanostampi has also taken part in training projects for students from technical schools in the Belluno area, helping to shape educational paths that combine classroom theory with hands-on experience in the company.

These initiatives not only support students' educational development but also strengthen the relationship between the company and the local community, fostering constructive dialogue and long-term collaboration. Meccanostampi firmly believes that investing in young people's education is essential for the sustainable growth of the region.

For this reason, the company will continue to actively participate in initiatives that promote stronger integration between the education system and the business world, contributing to the development of future generations of skilled and responsible professionals.

Meccanostampi and IIS Segato Brustolon: a concrete example of integrated training

For Meccanostampi, direct engagement with local schools is a key element in promoting mutual exchange, transferring technical and professional skills, and offering young people tangible access to the world of work.

Among the initiatives developed in this direction, the **Keychain Project**, carried out in collaboration with IIS Segato Brustolon, stands out as a virtuous example of applied technical education. The initiative involved students in a comprehensive experience of plastic product industrialization, covering all phases of the process: from mold design (CAD), to CNC machine programming (CAM), to mold construction, assembly, and final production through injection molding.

The project was structured around training sessions led by Meccanostampi's technical staff, accompanied by hands-on activities where students had the opportunity to work directly with the HAAS milling machine—donated to the institute specifically to support this type of educational path.

The final stages took place at the company's premises, where the mold was assembled and the final part was tested and validated.

Initiatives like this represent an effective model of school-business integration, helping students develop practical skills while strengthening the relationship between the company and its local community. Meccanostampi will continue to support projects that enhance youth education and foster innovative learning approaches.

Shared innovation: the partnership with the CRIT Network

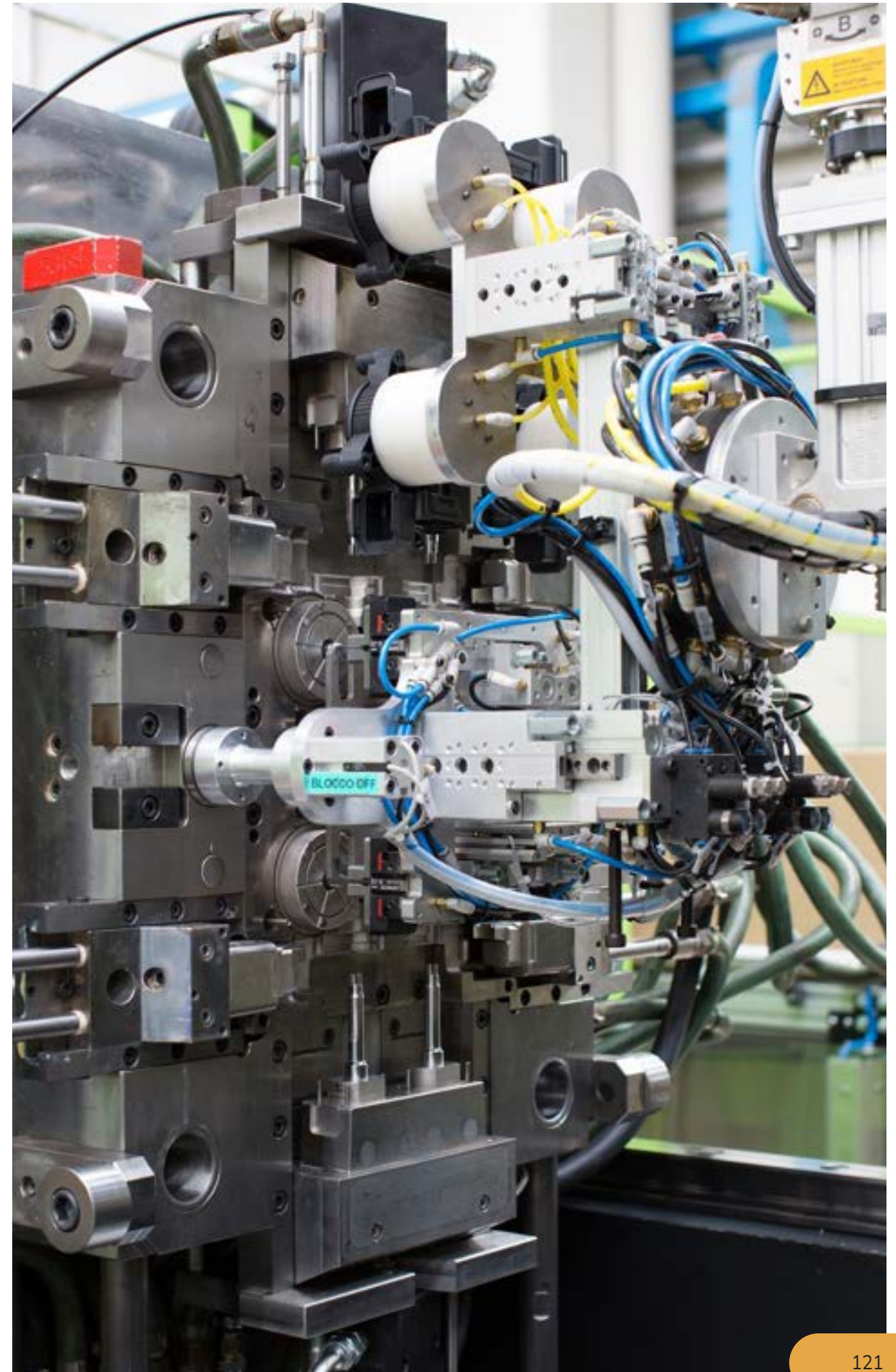


Meccanostampi is proud to be an accredited supplier of the CRIT Network, a consortium of companies focused on the development of innovative projects and the promotion of collaborative innovation.

Active participation in this network allows the company to engage with cutting-edge industrial players, sharing knowledge, experiences, and resources to generate new ideas and create opportunities for mutual growth.

Through thematic meetings, workshops, and joint initiatives organized by the CRIT Network, Meccanostampi is able to express specific design and technological needs, while benefiting from the know-how provided by other partner companies. This collaborative approach not only accelerates innovation processes but also helps the company maintain a competitive edge in its industry.

Joining the CRIT Network reflects Meccanostampi's commitment to excellence, cooperation, and openness to innovation, further strengthening its reputation and credibility in the market over time. Inter-company collaboration within the network is a key pillar of the company's strategic approach, making a concrete contribution to its mission of sustainable, responsible, and technologically advanced growth.



Index of reference standards

STATEMENT OF USE

Meccanostampi has reported the information cited in this GRI content index for the period from January 1 to December 31, drawing inspiration from the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

APPLICABLE GRI SECTOR STANDARDS

Not applicable as of the publication date of this document

General Disclosures	GRI Disclosures	ESRS Disclosures	Location
GRI 2: General Disclosures	2-1 Organizational details	ESRS 1	Our history
	2-2 Reporting boundaries	ESRS 1 e ESRS 2	Methodological note
	2-3 Reporting period, frequency and contact point	ESRS 1	Methodological note
	2-4 Restatement of information	ESRS 2	Methodological note
	2-5 External assurance		Methodological note
	2-6 Activities, value chain and other business relationships	ESRS 1 e ESRS 2	Our services: precision and planning as trademarks
	2-7 Employees	ESRS 1 e ESRS 2	People at the core
	2-9 Governance structure and composition	ESRS 2 e ESRS G1	Governance
	2-12 Role of the highest governance body in overseeing impact management	ESRS 2 e ESRS G1	Governance
	2-13 Delegation of responsibility for managing impacts	ESRS 2 e ESRS G1	Governance
	2-14 Role of the highest governance body in sustainability reporting	ESRS 2	Governance
	2-22 Statement on sustainable development strategy	ESRS 2	Governance
	2-23 Commitment to policies	ESRS 2 e ESRS S1 e ESRS S2 e ESRS S3 e ESRS S4 e ESRS G1	Governance
	2-26 Mechanisms for seeking advice and raising concerns	ESRS S1 e ESRS S2 e ESRS S3 e ESRS S4 e ESRS G1	Governance

	2-27 Compliance with laws and regulations	ESRS 2 e ESRS E2 e ESRS S1 e ESRS G1	Governance
	2-28 Membership in associations		Governance
	2-29 Approach to stakeholder engagement	ESRS 2 e ESRS S1 e ESRS S2 e ESRS S3 e ESRS S4	Stakeholder engagement
GRI 3: Material Topics	3-1 Process for determining material topics	ESRS 2	Stakeholder engagement and Material topics
	3-2 List of material topics	ESRS 2	Stakeholder engagement and Material topics
	3-3 Management of material topics	ESRS 2 e ESRS S1 e ESRS S2 e ESRS S3 e ESRS S4	Stakeholder engagement and Material topics
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed		Economic performance
GRI 202: Market Presence	202-1 Ratio of standard entry level wage by gender compared to local minimum wage	ESRS S1	People at the core
	202-2 Proportion of senior management hired from the local community	ESRS S1	People at the core
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	ESRS 1	Economic performance and Infrastructure investments
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	ESRS 1	Economic performance
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	ESRS G1	Guiding principles and Business ethics

GRI 302: Energy 2016	205-2 Communication and training about anti-corruption policies and procedures	ESRS G1	Guiding principles and Business ethics
	205-3 Confirmed incidents of corruption and actions taken	ESRS G1	Guiding principles and Business ethics
	302-1 Energy consumption within the organization	ESRS E1	Energy efficiency
	302-3 Energy intensity	ESRS E1	Energy efficiency
GRI 305: Emissions 2016	302-4 Reduction of energy consumption	ESRS E1	Energy efficiency
	305-1 Direct (Scope 1) GHG emissions	ESRS E1	Combating climate change
	305-2 Energy indirect (Scope 2) GHG emissions	ESRS E1	Combating climate change
	305-3 Other indirect (Scope 3) GHG emissions	ESRS E1	Combating climate change
GRI 306: Waste	305-4 GHG emissions intensity	ESRS E1	Combating climate change
	305-5 Reduction of GHG emissions	ESRS E1	Combating climate change
	306-1 Waste generation and significant waste-related impacts	ESRS 2	Efficient use of resources
	306-2 Management of significant waste-related impacts	ESRS E5	Efficient use of resources
GRI 401: Employment	306-3 Waste generated	ESRS E5	Efficient use of resources
	306-4 Waste diverted from disposal	ESRS E5	Efficient use of resources
	306-5 Waste directed to disposal	ESRS E5	Efficient use of resources
	401-1 New employee hires and employee turnover	ESRS S1	People at the core
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1	People at the core

GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	ESRS S1	People at the core
	403-2 Hazard identification, risk assessment and incident investigation	ESRS S1	People at the core
	403-3 Occupational health services	ESRS 1	People at the core
	403-4 Worker participation, consultation and communication on occupational health and safety	ESRS 1	People at the core
	403-6 Promotion of worker health	ESRS 1	People at the core
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	ESRS S2	People at the core
	403-8 Workers covered by an occupational health and safety management system	ESRS S1	People at the core
	403-9 Work-related injuries	ESRS S1	People at the core
	403-10 Work-related ill health	ESRS S1	People at the core
	404-1 Average hours of training per year per employee	ESRS S1	People at the core
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	ESRS S1	People at the core
	404-3 Percentage of employees receiving regular performance and career development reviews	ESRS S1	People at the core
	405-1 Diversity of governance bodies and employees	ESRS 2 e ESRS S1	Governance and People at the core
GRI 405: Diversity and Equal Opportunity	405-2 Ratio of basic salary and remuneration of women to men	ESRS S1	People at the core
	406-1 Incidents of discrimination and corrective actions taken	ESRS S1 e ESRS S2	People at the core
GRI 406: Non-discrimination			
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	ESRS S1 e ESRS S2	Fighting child and forced labour

GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESRS S1 e ESRS S2	Fighting child and forced labour
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	ESRS S3	Health and safety at work and Code of ethics
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments and development programs	ESRS S3	Meccanostampi for the community and the local area
	413-2 Operations with significant actual and potential negative impacts on local communities	ESRS S3	Meccanostampi for the community and the local area
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	ESRS G1	Code of ethics
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESRS S4	Cybersecurity and Data Protection

Prepared by:





Meccanostampi Srl
Via Sampoi 73
32020 Limana (BL) - Italy
Tel. +39 0437 968711

www.meccanostampi.it