



Sustainability Report

Year 2025

MECCANOSTAMPI, A STORY THAT BEGAN IN 1965.

Where **ideas**
take shape

**MECCANO
STAMPI**



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Letter to our Stakeholders

Dear Stakeholders,

We are pleased to present our fourth Sustainability Report. This year's edition holds particular significance for all of us at Meccanostampi, as our Company celebrates its 60th anniversary.

For us, this milestone has been far more than a commemorative occasion; it has provided an opportunity to reflect on our journey, understand what we have become, assess the actions we have taken, recognise the goals we have achieved, and strengthen the vision that will guide our path in the years ahead.

The longevity of our Company cannot be attributed solely to the quality of our products or to the dedication that has always distinguished our work. It is rooted in a conviction and a set of values that have consistently guided our decisions: a business both influences and is influenced by the environment in which it operates. Beyond being a place of production, a company is an open system, embedded within an ecosystem of people, institutions, communities and local areas. It is this awareness that has guided our activities and decisions over the past 60 years.

Many figures have shaped, and continue to shape, the journey of our Company:

- 239 employees, the driving force behind our production facilities;
- 4 manufacturing plants, forming our industrial network;
- 25,000 square metres of space dedicated to growth, innovation and manufacturing excellence;
- 140 injection moulding machines, delivering technology and precision to meet every production requirement;
- 3 strategic pillars: industrial expertise, technological innovation, and attention to people and local communities;
- 60 years of experience, transforming these figures into shared value.

Behind every figure lies a story of relationships, expertise and solutions.

Looking back has enabled us to appreciate how far we have come, while looking ahead allows us to continue growing with purpose and awareness. In 2026, we will build on these foundations: listening to our customers, valuing our people, and continuing to invest in facilities, processes and skills. Only in this way can every new project be transformed into a reliable and sustainable solution that remains true to our history and our values.

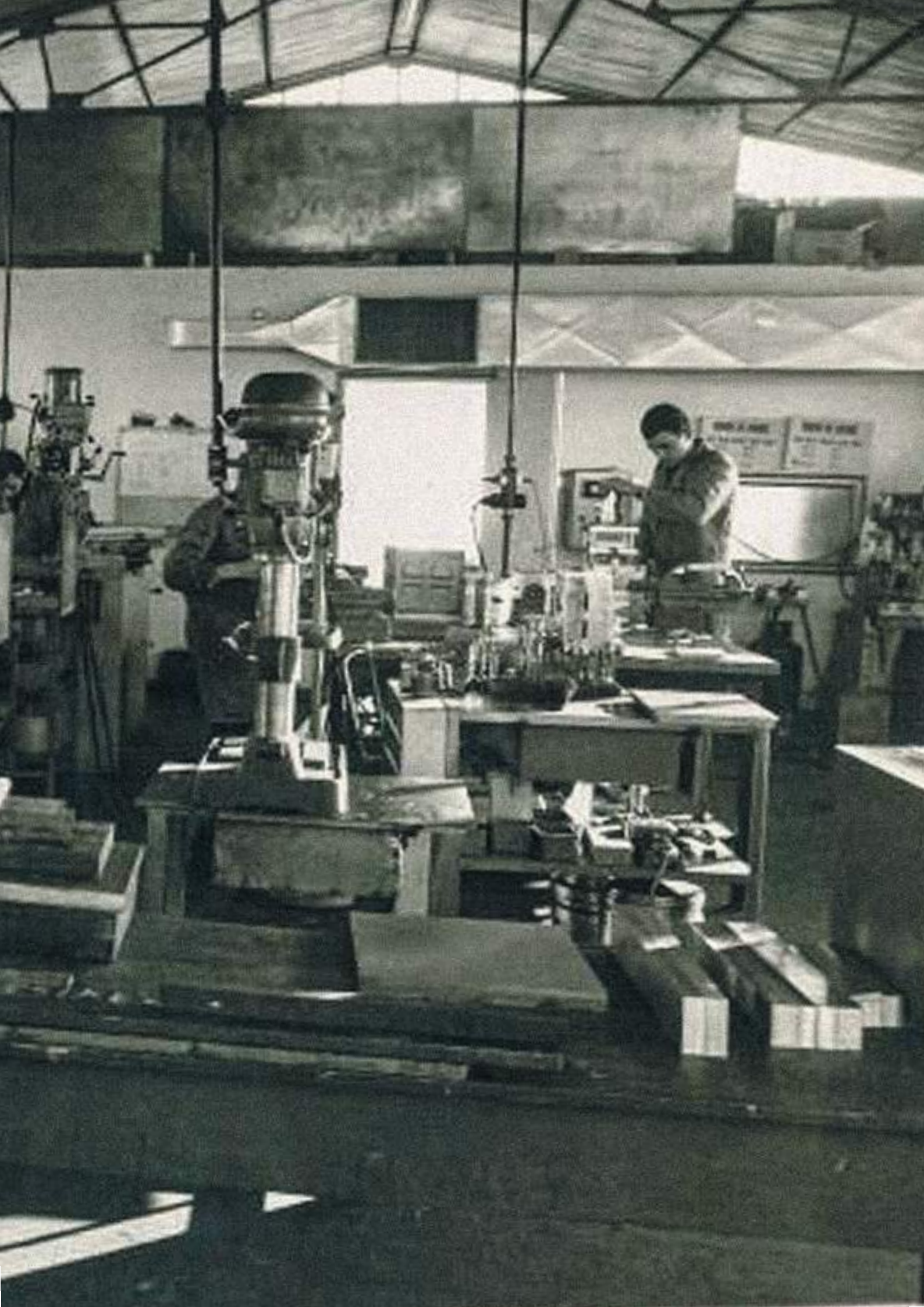
Enjoy reading





Corporate Identity and Governance Structure





A long-standing journey

In 1965, in Limana, at the heart of the Belluno Valley, a precision mould-making workshop was established. Founder Ludovico Trevisson's vision was to create a centre of excellence for the design and manufacture of moulds for plastic injection moulding.

Over the years, that vision has evolved into a strong, dynamic industrial business with a forward-looking approach. Sixty years later, it has grown into an international company that integrates co-design, product development, mould manufacturing, injection moulding and post-production services.

Meccanostampi's artisanal roots have successfully evolved alongside technological progress, embracing innovation in both production processes and organisational practices. As early as the 1980s, the Company introduced injection moulding operations, and in 2016 it embarked on a significant transformation journey by embracing Industry 4.0 principles

This path focused on process interconnectivity, advanced automation and digital integration as key drivers for strengthening competitiveness. Its innovative mindset has naturally fostered organisational growth. Less than thirty years after its foundation, the Company had already reached 80 employees; today, it employs more than 239 people.

Sixty years on, Meccanostampi is recognised both nationally and internationally as a strategic partner in the development and production of engineering polymer components. Serving customers in 12 countries, the Company has built a strong reputation based on quality, innovation and reliability. It is a story shaped by people, vision and forward-thinking decisions, a story that continues to evolve with the same enthusiasm and determination that inspired its very first day.

Principles and values guiding our growth

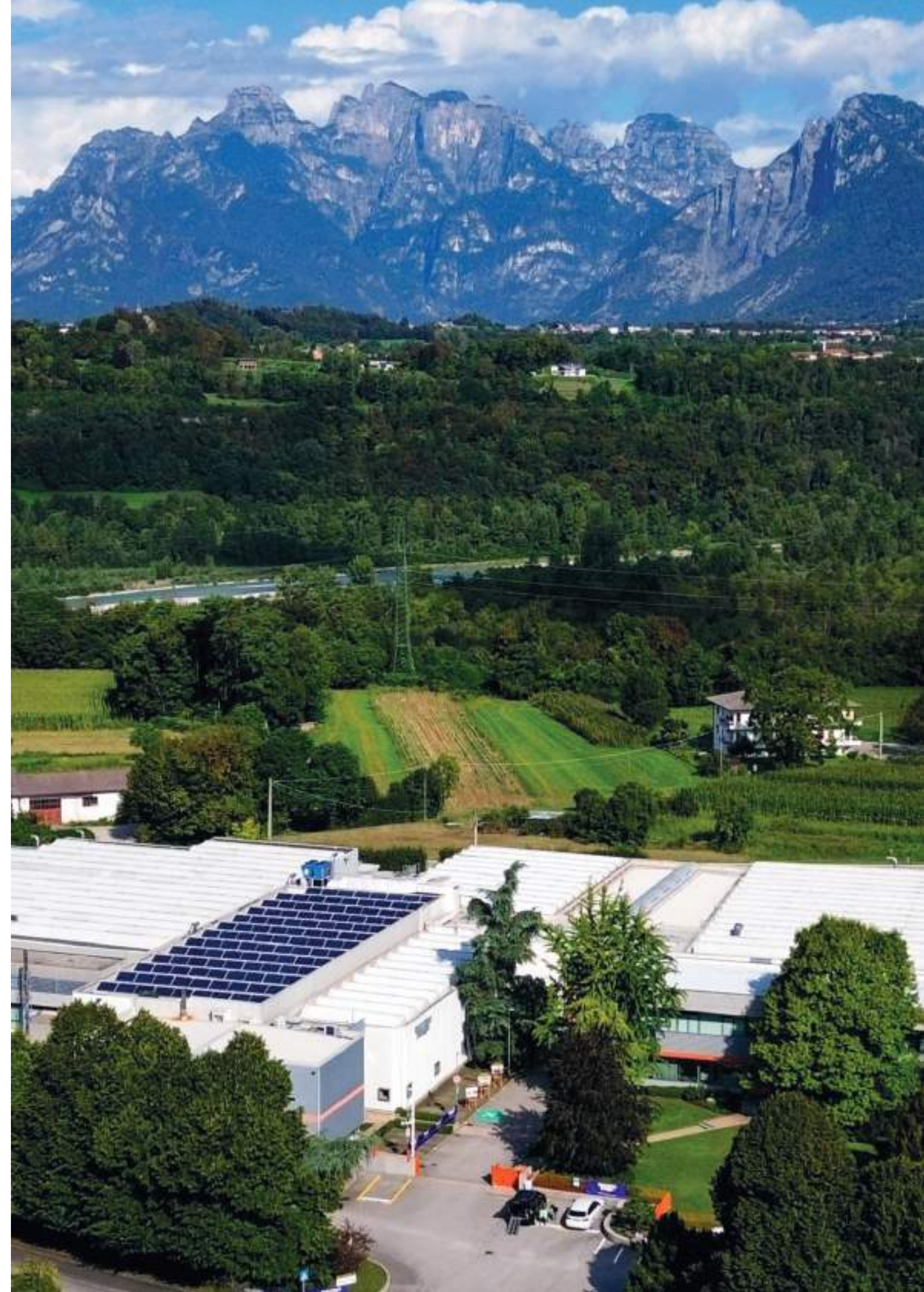
VISION

"We aim to strengthen our position as a leading company in the mould and engineering polymer injection moulding market in Italy, while expanding our presence and building long-term relationships with customers and partners in new global markets. Throughout this journey, we create value through excellence, achieved by combining human, process and technological capital. We are committed to continuously developing tailored solutions, bringing together the best expertise and technologies to meet the specific needs of each customer. We strive to create a collaborative working environment that attracts and retains talented people, while serving as a model of economic, social and environmental sustainability for our local area."

MISSION

"Through the use of advanced technologies, innovative processes and a highly skilled team, we are committed to being the partner of choice for all our customers' needs related to mould design and manufacturing, injection moulding processes and the full range of integrated services. Our excellence is built on our ability to understand and address the specific challenges of each project, delivering technologically advanced and tailored solutions. This approach fosters long-lasting relationships with customers, employees and local communities. Our commitment is guided by environmental sustainability, social responsibility and transparency, in line with the highest ESG standards across all our operations."

Meccanostampi's values form the foundation of the way we do business and represent the guiding principles that inspire us in building a strong, responsible and future-oriented organisation. They are not merely statements of intent, but principles that shape our corporate culture and guide our actions and initiatives every day.



Value	What it means to us	Initiatives demonstrating our commitment
Listening	Everything starts with listening, which is the foundation for understanding the needs of customers, employees and local communities. Through attentive and continuous listening, we build strong relationships and enhance both our performance and our contribution to society.	Dedicated customer feedback channels Whistleblowing system Great Place to Work programme and employee engagement survey MeccanoHUB Internal Family Audit working group
Innovation	We continuously explore new technologies and processes to improve our products and services, anticipating market and customer needs.	Dedicated R&D team
Social and Environmental Sustainability	We are committed to reducing the environmental impact of our operations through the monitoring of our climate-related impacts and compliance with environmental regulations. We also contribute to the development of local communities by supporting social and educational initiatives that promote collective well-being.	ISO 14001 certification Photovoltaic systems Sustainable packaging solutions Carbon footprint assessment Employee welfare programmes Initiatives supporting local communities Projects and partnerships with local schools
Quality	We strive for excellence in everything we do, ensuring that every product meets the highest standards of precision and reliability.	ISO 9001 certification IATF 16949 certification Metrology laboratory
Reliability	We build relationships based on trust with our customers and partners by consistently delivering on our commitments and providing solutions they can rely on.	Long-term relationships across the supply chain

Value	What it means to us	Initiatives demonstrating our commitment
Collaboration	We value teamwork and cooperation, both within our organisation and with our customers and partners, to achieve shared goals.	Product co-design based on active customer engagement In-process sampling inspections shared and agreed with customers
Professional Growth	We invest in our people by providing training and development opportunities that enable every team member to grow and contribute to the Company's success.	Annual training plan tailored to identified needs
Integrity	We operate with transparency and honesty, maintaining high ethical standards across all our activities.	Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 (Model 231) Code of Ethics and Conduct Legality Rating Human Resources procedures
Service Excellence	We pay close attention to every customer, providing personalised service and ongoing support to meet their specific needs.	Reduced order lead times
Adaptability	We are ready to respond quickly to market changes and emerging challenges, adapting our strategies and processes to maintain our competitive edge.	Dedicated design and engineering team

Quality management and measurement systems

For Meccanostampi, quality is both a core value and a strategic objective. It is not simply a matter of attention to detail, but a shared culture that is embedded in every stage of the process, from the co-design of moulds with customers and relationships with suppliers and employees, through to moulding and the assembly of the finished product.

Quality stems from a dynamic balance between method, innovation and constant attention to detail, and can only be achieved through a company-wide focus on people, processes and technology. This approach has enabled the Company to deliver 60 years of reliability, continuity and long-term value, strengthening the trust of customers, suppliers and employees.

To support this culture and ensure high standards, Meccanostampi has implemented a structured system that integrates organisational methodologies, advanced technologies and interconnected digital tools.

- Three-shift production, seven days a week, ensuring continuity, operational efficiency and responsiveness.
- 140 fully automated injection moulding machines. Digital technologies supporting batch traceability and production management.
- Advanced Planning and Scheduling (APS) system for production planning, enhancing traceability, production capacity and priority management.
- Customer co-design approach, integrating design, mould manufacturing, moulding and sub-assembly operations within a shared and transparent workflow.
- Digital process control systems enabling real-time monitoring of production performance.
- Simultaneous management of hundreds of measurements, including on multi-cavity moulds, ensuring timely data collection, accuracy and data robustness.

THE METROLOGY LABORATORY

To ensure stringent dimensional specifications and the reliability of finished components, Meccanostampi has continuously invested in the development of a highly specialised metrology laboratory equipped with state-of-the-art technologies for product inspection and validation.

Today, the laboratory is equipped to perform physical and mechanical testing on both raw materials and moulded components, including melt flow index measurements, glow-wire testing, residual moisture analysis, and tensile, compression and impact tests. For dimensional inspections, alongside conventional measuring instruments, the laboratory uses a GOM ATOS structured-light scanner, which enables the highly accurate acquisition of complex geometries.

This system is complemented by an industrial 3D computed tomography scanner capable of analysing both the internal and external characteristics of components using X-ray technology. This makes it possible not only to detect hidden defects, but also to implement corrective actions quickly and effectively. The laboratory is also equipped with three Coordinate Measuring Machines (CMMs), including both tactile and optical systems, specialised software for the measurement of gears and worm screws, and CAD-compatible systems that enable reverse engineering directly from the component.

Organizational and geographical boundaries

Meccanostampi S.r.l. is a privately owned family business incorporated as a limited liability company and classified under NACE code 22.29 (Manufacture of other plastic products). During the reporting period, the Company generated revenue of €42,588,508, confirming the strength of its market position. Operational and strategic activities are supported by a workforce of 239 employees (headcount), including 10 design engineers and 30 specialists dedicated to mould manufacturing, who represent the Company's technical core.

Meccanostampi concentrates its operations in Limana, in the province of Belluno, where it operates through four facilities forming an integrated industrial hub. The sites hosting the Company's offices and production facilities are located at the following addresses.

Via Sampoi 73, 32020 - Limana (BL) - 46°06'14.9"N, 12°11'10.7"E

Via Sampoi 75, 32020 - Limana (BL) - 46°06'14.9"N, 12°11'10.7"E

Via Ugo Bracalenti 9, 32020 - Limana (BL) - 46°09'72.7"N, 12°15'71.0"E

Via Ugo Bracalenti 10/12, 32020 - Limana (BL) - 46°09'82.3"N, 12°15'80.6"E

This organisational and geographic scope, covering a total area of 25,000 m², forms the basis for the preparation of this Sustainability Report. This configuration enables the Company to concentrate skills, technologies and people within a single geographic area, fostering more effective process control, greater responsiveness in decision-making and a sustainable approach to resource management.



Methodological note

ABBREVIATIONS

Throughout this Report, Meccanostampi S.r.l. is referred to as the “Company”, the “Organisation”, “Meccanostampi”, “we” or “our”. Meccanostampi S.r.l. holds the copyright to this Report.

PURPOSE OF THE REPORT

The Sustainability Report is the tool through which the Company communicates its commitments, strategy, management approach and performance to internal and external stakeholders from an economic, environmental and social perspective.

APPROVAL

The Report was approved by the Board of Directors of Meccanostampi S.r.l. in June 2026, together with the Company’s annual financial statements.

REPORTING STANDARDS AND PRACTICES

This Sustainability Report has been prepared in accordance with the Basic Module and the Comprehensive Module of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), developed by EFRAG and recommended by the European Commission in July 2025.

Employee data are reported as headcount as of 31 December 2025. Full-Time Equivalents (FTEs) have not been used. No methodological changes have been made compared with previous reporting periods.

With regard to data confidentiality, the names of suppliers and customers have not been disclosed, as such information is commercially sensitive and subject to contractual confidentiality obligations. Furthermore, data relating to the percentage pay gap between female and male employees are not currently available, as they have not yet been collected. The Company is committed to assessing this indicator in future reporting cycles.

The disclosure relating to climate risks (C4 – Comprehensive Module) has been excluded from this Report. This decision is supported by the “if applicable” principle established by the VSME Standard. For the reporting period, the Organisation assessed that climate-related risks do not have a significant impact on its financial position or operations in the short, medium or long term. The situation will nevertheless continue to be monitored and reviewed.

In addition to the above framework, selected indicators and methodological principles developed by the Global Reporting Initiative (specifically GRI 2) have been considered in order to strengthen the transparency and consistency of the information presented.

No materiality assessment or stakeholder engagement process was conducted during the current reporting period, as these are not explicitly required by the VSME Standard. Relevant environmental, social and governance topics were identified through an internal assessment based on the characteristics of the Company’s activities and the sector in which it operates. This Report was prepared with the support of GCP Srl Società Benefit. Any exceptions to these principles are disclosed within the relevant sections of the document.

REPORTING PERIOD AND REPORTING FREQUENCY

This Report has been prepared on an individual basis and the information contained herein relates to Meccanostampi S.r.l. as a whole.

The information presented refers to the 2025 financial year (from 1 January 2025 to 31 December 2025), in line with the Company’s annual financial statements. Where available, comparative information relating to previous years has been included in order to provide a broader view of the Company’s performance over time. The reporting frequency is annual.

COMPLIANCE WITH LAWS AND REGULATIONS

During the reporting period, no significant instances of non-compliance with applicable laws and regulations were identified. Meccanostampi operates in full compliance with local, national and European legislation. Continuous monitoring of regulatory requirements, combined with the ongoing updating of internal processes, enables the Company to ensure compliance with applicable legislation and safeguard business continuity.

EXTERNAL ASSURANCE

This Report has not been subject to external assurance by independent professionals. Meccanostampi has adopted a self-declaration approach. In accordance with the voluntary nature of the VSME Standard, there is no requirement for external assurance of the information reported, and a self-declaration by the Company is considered sufficient.



Business activities and relationships



Our services: from design to finished product

Meccanostampi is a technology partner specialising in the injection moulding of engineering polymers, primarily for small and medium-sized components, which represents the core of the Company's offering. The Company provides a fully integrated service, supporting customers from the initial co-design phase through mould design and manufacturing, testing, moulding and final assembly.

Its production structure is highly automated and flexible, supported by an in-house toolmaking workshop operating 24/7 and four moulding departments equipped with 140 robotic injection moulding machines running on a three-shift basis. This approach enables the Organisation to manage complex technical requirements and supply pre-assembled subassemblies ready for integration into finished products and sophisticated semi-finished components.

“We support our customers throughout every stage of the process, integrating design, mould manufacturing and automation to deliver complete, ready-to-use solutions.”



Collaboration with customers from the earliest stages of product development, providing technical solutions optimised for functionality, material selection and manufacturability. Cross-sector expertise enables a flexible and targeted design approach.



Using advanced software solutions such as CATIA V5 and Moldflow, the technical team develops projects that combine simulation and 3D modelling, ensuring high reliability and performance in the final product.



The in-house toolmaking workshop operates continuously, 24 hours a day, supported by CNC machine tools, robotic EDM systems and advanced measurement technologies. Each mould undergoes rigorous validation through compliance testing and dimensional and structural inspections.



More than 140 fully automated injection moulding machines are deployed across four facilities. The Automated Planning and Scheduling (APS) system enables effective resource management and optimisation of production workloads. Each production batch undergoes quality inspections using advanced measuring instruments directly integrated with the Company's management system.



The Company also produces pre-assembled subassemblies, ready for direct integration into customers' production lines. Assembly and finishing operations combine artisanal attention to detail with industrial organisation, ensuring consistency, repeatability and reliability.



Continuous attention to product inspection and validation activities is ensured through quality management systems certified to IATF 16949 and ISO 9001 standards. The use of advanced technologies, including industrial X-ray computed tomography, enables highly accurate internal analyses and inspections, ensuring product conformity and reliability.

The markets we serve

Meccanostampi operates in the Business-to-Business (B2B) market, serving both domestic and international industrial companies across 12 countries in Europe, Asia and North America. The components it manufactures are used in a wide range of strategic sectors, including automotive, electromechanical engineering, electronics, lighting, hydraulic pumps, gas and heating devices, household appliances, and sports and leisure equipment.

Our experience across diverse industrial sectors enables us to transfer solutions, know-how and technologies from one industry to another. This continuous process of cross-sector knowledge transfer is a distinctive feature of our business model and allows us to deliver increasingly reliable, efficient and competitive solutions.



PARTNERSHIP WITH THE CRIT NETWORK

In 2025, Meccanostampi continued to be proud to serve as an accredited supplier within the CRIT Network, a network of companies committed to the development of innovative projects and the promotion of collaborative innovation.

Through meetings and joint initiatives organised within the Network, the Organisation is able to:

- exchange knowledge and expertise with other industrial partners;
- generate new ideas and create opportunities for mutual growth;
- accelerate innovation processes and maintain a competitive advantage within the industry.

Membership of the CRIT Network reflects Meccanostampi's commitment to excellence, collaboration and openness to innovation, while strengthening its reputation and credibility over time. Inter-company collaboration within the Network is a key pillar of the Company's strategic approach, making a tangible contribution to its mission of achieving sustainable, responsible and technologically advanced growth.

Supply chain quality and reliability

At Meccanostampi, quality is not limited to products and processes; it extends across the entire supply chain, encompassing strategic aspects such as financial reliability, delivery performance and supply continuity.

To foster strong and long-lasting relationships, Meccanostampi closely monitors both its own financial soundness and that of its business partners through advanced analytical tools, objective assessments based on official sources and feedback systems applied throughout the supply chain.

To ensure supplier reliability, Meccanostampi adopts a structured supplier management system that includes:

- an initial selection process based on ethical, social and regulatory criteria, including mandatory adherence to the Company's Code of Ethics;
- assessment of financial and economic reliability through objective data and rating tools, enabling the evaluation of supplier performance;
- compliance with high standards of quality, defect prevention and production process reliability, in line with the requirements of the IATF 16949 certified management system;
- periodic evaluations to verify the continued fulfilment of requirements over time.

The Company's main business relationships are built as long-term partnerships, based on collaborative product development, engineering support and tailored solutions.

The supply chain is primarily composed of approximately 80 suppliers specialising in plastic materials and precision metalworking services. These suppliers are predominantly located in Italy, with inbound logistics managed mainly through road transportation. Outbound logistics are carried out through both road and maritime transport.

Meccanostampi's reliability as a business partner is further supported by the "Top Rating" awarded by MF CentraleRisk in 2022. In that year, the Company was included in the highest investment-grade category (from AAA to BBB), distinguishing itself for its financial solidity and reliability within the national banking system.

Meccanostampi is a member of Confindustria, enabling the Company to participate in programmes and initiatives aimed at promoting responsible development and strengthening the competitiveness of the industrial system in which it operates.



**A concrete and
certified commitment**

SECAPRO

Our certifications for a trusted ecosystem

Le certificazioni non sono semplici attestazioni formali, ma rappresentano una garanzia riconosciuta da enti esterni del nostro impegno costante verso le persone, la qualità e la sostenibilità.

Crediamo che una certificazione non sia un punto di arrivo, ma bensì una tappa del percorso evolutivo che Meccanostampi ha scelto di intraprendere per rafforzare il proprio ruolo di attore responsabile.

Dietro ogni riconoscimento si celano investimenti mirati, procedure rigorose e un team che opera quotidianamente con una mentalità orientata al miglioramento continuo. Questo impegno garantisce affidabilità e qualità ai nostri clienti e partner, rafforzando relazioni di fiducia di lungo periodo.



UL QMMY2 (TRACEABILITY)
Compliance with international safety and quality standards for electrical and electronic products.



FAMILY AUDIT (WORK-LIFE BALANCE)
Adoption of policies promoting employee well-being and work-life balance, supported by modern IT tools, structured processes and flexible organisational models.



SYNESGY ESG RATING (SUSTAINABILITY ALIGNED WITH GRI STANDARDS AND THE SDGS)
Obtained in accordance with the CRIF Ratings methodology, this rating measures the Company's commitment to environmental, social and governance (ESG) issues, enabling the assessment of sustainability performance in alignment with GRI Standards and the United Nations Sustainable Development Goals (SDGs).

“Certification does not drive our decisions; our vision of being a responsible business does.”



IATF 16949 (AUTOMOTIVE)
Internationally recognised standard for quality management in the automotive industry. Adoption of this certification enables the Company to reduce defects and waste through structured process control, ensure continuous monitoring of production activities, promote continuous improvement, and maintain high levels of reliability and operational efficiency.



ISO 9001 (QUALITY)
Quality management system ensuring optimised processes and customer satisfaction.



ISO 14001 (ENVIRONMENT)
Environmental approach focused on implementing concrete actions to reduce environmental impacts.



ISO 45001 (HEALTH AND SAFETY)
Commitment to occupational health and safety through the promotion of safer workplaces and the continuous improvement of working conditions.



Tangible results

Economic performance

Economic sustainability is the fundamental prerequisite for achieving environmental and social sustainability, as it ensures business continuity, investment capacity and, ultimately, the creation of long-term value.

In 2025, economic performance confirmed the positive trend recorded in the previous year, generating economic value of approximately €42.6 million (+0.4% compared with 2024) and further strengthening Meccanostampi's ability to create value. Part of the value generated was distributed among employees, suppliers, public authorities and local communities, while the retained portion contributed to strengthening the Organisation's financial position.

A significant share of the distributed value was allocated to operating costs, including both investments in facilities and infrastructure and initiatives aimed at the growth and development of Meccanostampi's people.

During 2025, the Company also continued its commitment to local communities through community investments supporting social initiatives, local activities and collaborations with territorial stakeholders. At the same time, the amount paid to public authorities increased compared with 2024, confirming the Organisation's commitment to operating in compliance with applicable regulations and contributing to the development of the economic and social context in which it operates.

ECONOMIC VALUE GENERATED (EUR)

	2023	2024	2025
Direct economic value generated	€ 37.745.745	€ 42.421.676	€ 42.588.508

In accordance with the VSME Standard regarding revenues derived from critical and controversial activities, including weapons, tobacco, fossil fuels and chemical production, none of Meccanostampi's revenue is generated from these sectors. As a result, the percentage of revenue associated with such activities is 0%, reflecting the Company's ethical approach towards customers, financial partners and stakeholders.

The trend over the three-year period demonstrates Meccanostampi's ability to sustain balanced and economically sound growth over time, reinforcing a business model focused on operational continuity, resilience and the creation of shared value.

CREATING VALUE BEYOND THE COMPANY'S BOUNDARIES

In addition to its direct impact on business operations, the value generated by Meccanostampi creates positive effects that extend beyond the boundaries of the Organisation, contributing to the economic, social and industrial development of the local area.

Across the value chain, Meccanostampi promotes long-term collaboration with its stakeholders, encouraging the exchange of know-how and expertise, including knowledge gained from different industries. This approach enables the Company to develop solutions that meet customer needs while enhancing the capabilities of its partners, thereby contributing to the growth and strengthening of the supply chain.

Meccanostampi is proud to contribute to local economic development through the creation of stable employment opportunities, the enhancement of skills and the implementation of welfare initiatives supporting employees and their families. The Company's commitment to local communities is also reflected in its collaboration with educational institutions and the promotion of career guidance and training initiatives, fostering the development of human capital and strengthening the dialogue between education and industry.

Infrastructure investments

“For us, investing means strengthening our operational and competitive capacity over the long term, while contributing to the resilience of the local economy, supporting employment and generating value across the value chain.”

Investments are essential to ensuring business continuity, technological innovation and the improvement of environmental performance. For this reason, Meccanostampi continues to support the growth and competitiveness of its business through targeted strategic infrastructure investments.

These initiatives are part of a long-term investment programme launched in previous years, characterised by the progressive modernisation of facilities and an increasing focus on optimising energy consumption. The Company has adopted a modular and incremental approach, enabling investments to be planned flexibly and allowing the most effective solutions to be identified over time in terms of technological innovation, production efficiency and environmental sustainability.

In 2025, the following infrastructure investments were completed:

- Photovoltaic system, with a total investment of €862,000, aimed at generating renewable energy and reducing dependence on the electricity grid;
- Electric injection moulding machines, with an investment of €368,000 (following the €174,550 investment made in 2023), aimed at improving production efficiency.

VALUE OF INFRASTRUCTURE INVESTMENTS (€)

	2023	2024	2025
Electric injection moulding machines	174.550	-	368.000
Nickerson temperature control units	14.837	-	-
Energy-efficient boilers and cooling systems	26.900	49.000	-
Photovoltaic system	-	-	862.000
Total	216.287	49.000	1.230.000





Governance and responsible management

Governance bodies

The governance structure of Meccanostampi is headed by the Board of Directors, which is responsible for strategic direction, oversight and supervision of the Company's management. The generational transition initiated in 2024 formally came into effect this year, with the aim of ensuring business continuity while preserving the Company's identity and the family values that have historically guided its development.

In line with GRI 2, the Board of Directors possesses collective expertise in financial management, organisational matters and risk management, including ESG-related aspects relevant to the Company's industry.

The Board of Directors is responsible for overseeing the Company's financial and sustainability-related communications, ensuring that they are clear, transparent and consistent with the Organisation's principles.

In addition to monitoring social and environmental targets, the Company relies on objective performance indicators to support strategic decision-making. Business performance metrics, such as Overall Equipment Effectiveness (OEE), provide objective support for identifying and implementing operational efficiency improvements.

To strengthen governance on environmental, social and governance matters, the Organisation has appointed an ESG Manager within the Quality Control department. This role supports the governing body in several key activities, including:

- integrating sustainability principles into corporate strategy and business processes;
- supporting business functions in the implementation of plans and monitoring of performance;
- managing non-financial reporting activities;
- promoting responsible business practices.

The Board of Directors of Meccanostampi is composed of three members: two members of the Trevisson family, Laura Trevisson and Ludovico Trevisson, and one external member, Paolo Morandin.

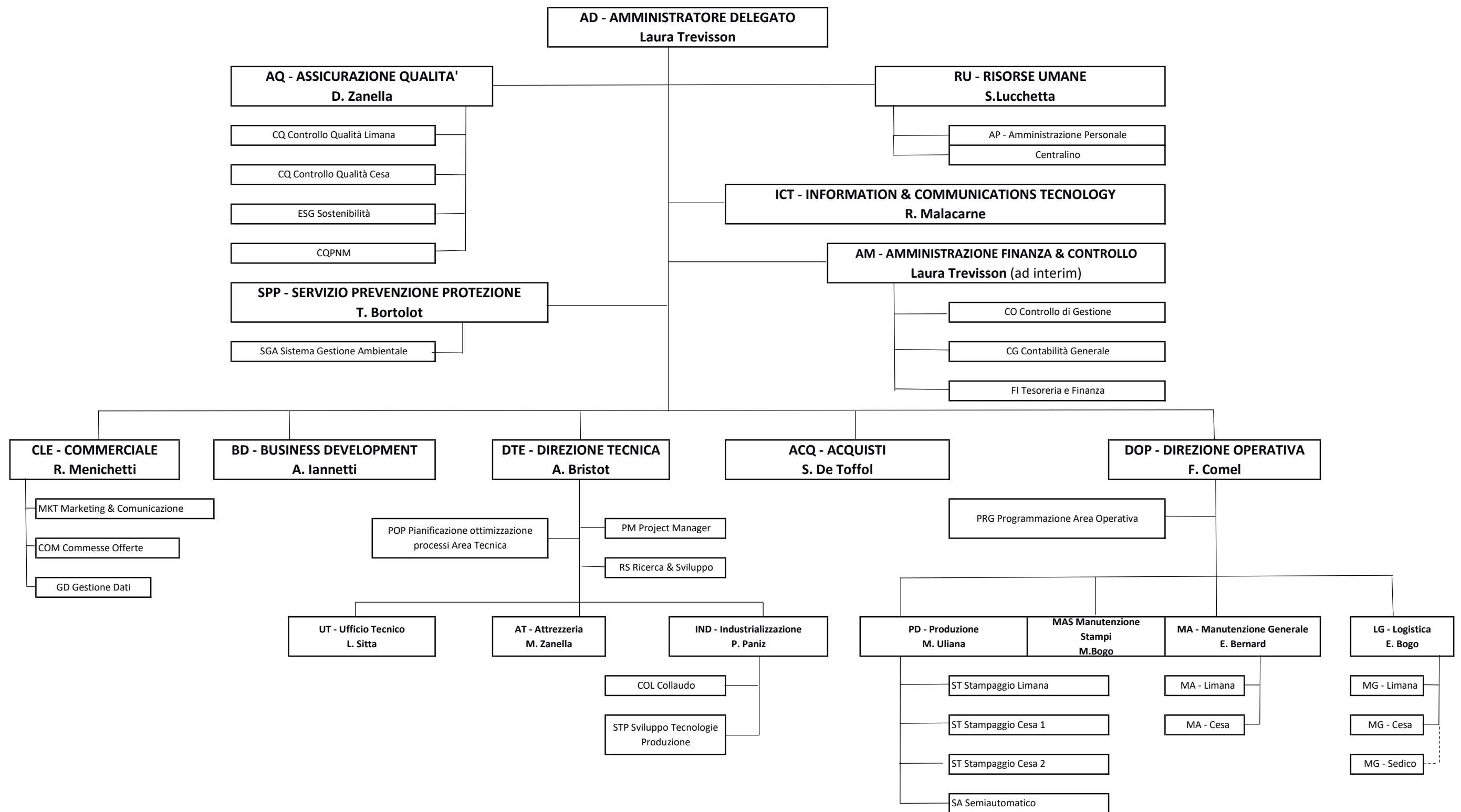
The Chief Executive Officer is a woman. The Board comprises two male members and one female member, resulting in a gender diversity ratio of 0.5, calculated in accordance with the VSME Standard as the ratio between the number of female and male members. The presence of both genders reflects the Organisation's commitment to promoting balance, inclusion and equal opportunities.

The Board of Directors has formally appointed the Chief Executive Officer, who is responsible for the overall management of the Company. The CEO ensures the achievement of strategic and operational objectives, promotes a corporate culture based on responsibility, innovation and continuity, and oversees the following functional areas:

- Human Resources (HR)
- Quality, Environment and Health & Safety
- Information and Communication Technology (ICT)
- Administration, Finance and Control
- Sales
- Business Development
- Technical Management
- Procurement
- Operations

Under the leadership of the Chief Executive Officer, these functions ensure the implementation of corporate strategies and the continuous monitoring of both financial and non-financial aspects of the business, contributing to the dissemination and continuity of the Company's values and culture.





Code of Ethics and business integrity

Meccanostampi's corporate culture is founded on the principles of integrity, transparency and responsibility, in line with the Company's values.

The practices and recognitions that demonstrate its commitment to an ethical business model include:

- the presence of a Board of Statutory Auditors;
- the Code of Ethics and the Code of Conduct;
- the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 (Model 231) and the availability of confidential reporting channels (Whistleblowing);
- the secure and compliant management of customer and supplier data;
- the Legality Rating (2 Stars ++);
- the periodic monitoring of operational, environmental and ethical KPIs.

To prevent and combat corruption, extortion and, more generally, any form of misconduct in dealings with public and private entities, the Organisation has long adopted a rigorous approach, placing business ethics at the centre of its strategic and operational decisions.

Corporate oversight is entrusted to the Board of Statutory Auditors which, pursuant to Article 2403 of the Italian Civil Code, supervises the adequacy and effectiveness of Meccanostampi's organisational, administrative and accounting structure.

The Board of Statutory Auditors is composed of:

- Dr Malveno Meneghini;
- Dr Michele Piana;
- Dr Riccardo Zaccone (also a member of the Supervisory Body pursuant to Legislative Decree 231/2001).

A further strength of the Company lies in its decision to have its financial statements audited by an independent third party, thereby ensuring transparency and reliability in its financial management.

During the reporting period, no confirmed incidents of corruption or extortion occurred. Consequently, a total of 0 cases were recorded and no corrective actions were required.

Meccanostampi is committed to ensuring full respect for human rights across all its activities, recognising this principle as the foundation for building fair, long-lasting relationships based on mutual trust with all stakeholders. This commitment is formalised within the Company's Code of Ethics, an official document approved by senior management.

The Code of Ethics defines the rights, duties and ethical values that are expected to guide conduct towards employees, customers, suppliers, public authorities, shareholders and other stakeholders.

The Code of Ethics goes beyond compliance with legal requirements and actively promotes a culture of responsibility by clearly identifying the behaviours that are consistent with the principles of fairness, integrity and respect that Meccanostampi embraces. In doing so, it establishes the standards of business ethics that every employee is expected to uphold.

D.Lgs. 231/01

Since 2009, the Organisation has implemented an Organisation, Management and Control Model in accordance with Legislative Decree 231/2001 (Model 231), aimed at preventing predicate offences, including corruption and extortion, while ensuring a structured internal control system and promoting accountability across the Organisation. The Model is supported by the Supervisory Body, which is responsible for overseeing the implementation of Model 231, periodically assessing its adequacy and receiving reports of any issues that may compromise its effectiveness and integrity.

As part of its compliance framework, Meccanostampi has also adopted a Whistleblowing system designed to prevent improper conduct, promote ethical behaviour and provide confidential channels for reporting potential irregularities, while ensuring the protection and confidentiality of whistleblowers.

Legality Rating

Introduced in 2023, the Legality Rating demonstrates Meccanostampi's commitment to preventing the risk of unlawful conduct and strengthening its governance and internal control systems.

The Italian Competition Authority (AGCM – Autorità Garante della Concorrenza e del Mercato) awarded Meccanostampi a Legality Rating of 2 Stars ++. This recognition contributes to the promotion of a corporate culture based on integrity, accountability and compliance with regulations, strengthening stakeholder trust and supporting the ethical and transparent management of business activities.



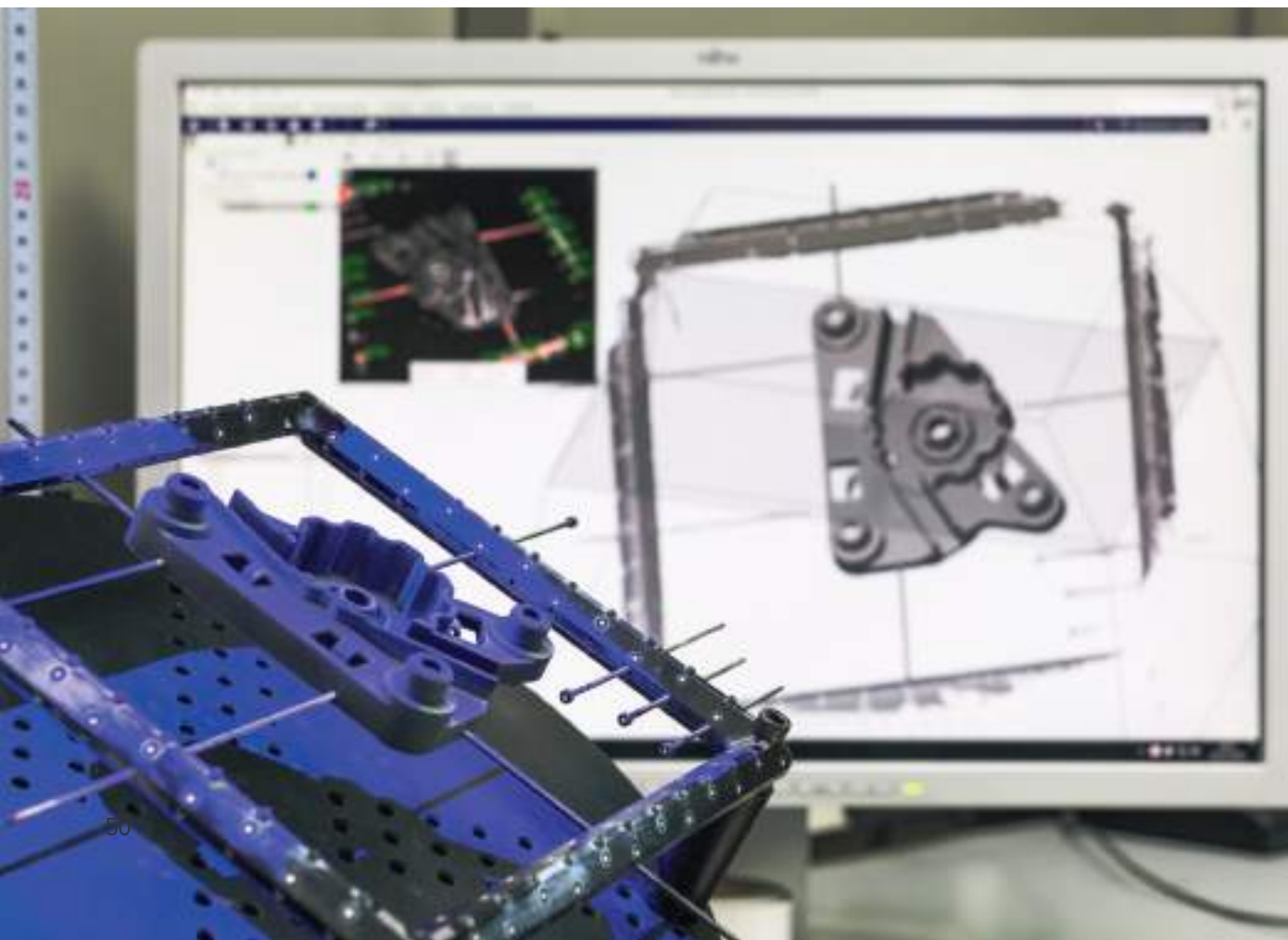
Cybersecurity and information security



In an increasingly interconnected environment, data protection is a key priority for Meccanostampi, underpinning reliability and fostering trust among its stakeholders.

“The Company has always placed great importance on this area,” says Remo Malacarne, Head of Information & Communication Technology. “By adopting advanced technologies, structured policies and industry best practices, we continuously work to reduce risks and strengthen the resilience of our systems.”

The Organisation operates in full compliance with applicable data protection legislation, adhering to the provisions of Regulation (EU) 2016/679 (GDPR) and Legislative Decree 196/2003, as amended. To this end, it has adopted a dedicated policy for the protection of the personal data of employees, customers, business partners and contractors. In addition, in 2024 Meccanostampi launched a compliance programme aligned with the NIS2 Directive, further strengthening the management of cyber risks across its supply chain.



PRIVACY GOVERNANCE MODEL

This document outlines the technical and organisational measures adopted by the Organisation to ensure the security and proper management of the personal data of its employees, customers, business partners and professionals who collaborate with the Company in various capacities.

The model governs data processing activities, ensuring a structured approach to information protection and the prevention of risks associated with the use of personal data.

SECURITY OPERATIONS CENTRE (SOC)

To strengthen its cyber security framework, Meccanostampi collaborates with an external Security Operations Centre (SOC), which is responsible for the continuous monitoring of the ICT infrastructure, the timely detection of potential cyber threats and the management of security incidents. Server logs are monitored in real time, enabling the prompt identification of anomalies and the reconstruction of events when required.

INFORMATION SECURITY AND DATA PROTECTION

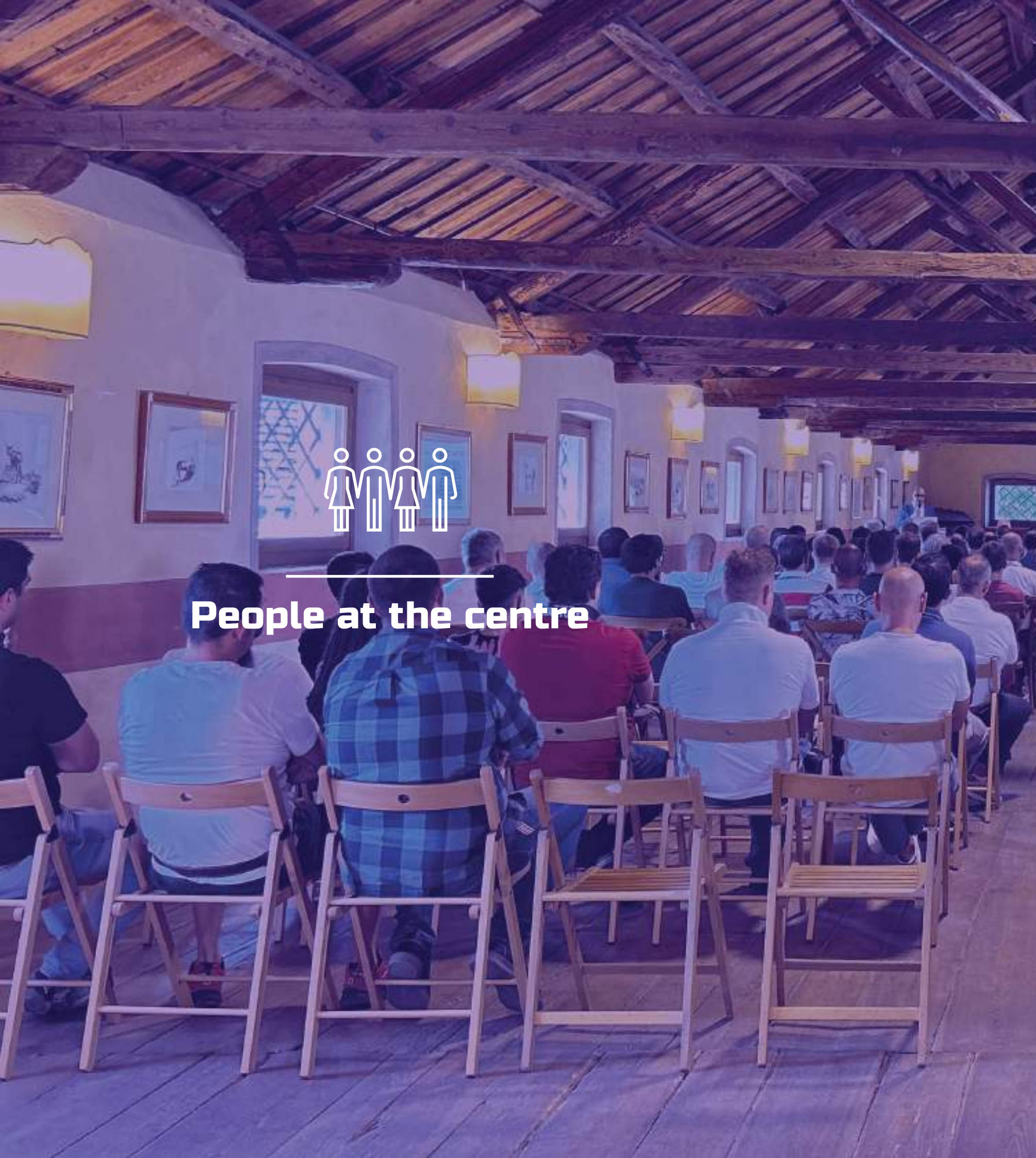
Meccanostampi has adopted an internal information security management framework aligned with TISAX principles, ensuring an appropriate level of protection for data and sensitive information. This approach enables the Company to meet the requirements of its industrial partners and strengthen trust throughout the value chain. At the same time, the Organisation has launched its NIS2 compliance programme with the objective of further enhancing its cyber security controls.

During the reporting period, the Organisation achieved its information security objectives, recording zero cybersecurity incidents. As in previous years, both a penetration test and a vulnerability assessment were conducted with the support of independent external providers.

Furthermore, no complaints relating to privacy breaches were received, and no cases of data leakage, theft or loss were identified. These results confirm the effectiveness of the technical and organisational measures adopted by Meccanostampi to safeguard data and manage cyber risks.



People at the centre





Technology alone is not enough. Beyond machinery and industrial processes, it is the skills, professionalism and daily collaboration of our people that transform every project into a tangible, precise and high-quality result.

People are at the heart of Meccanostampi, and it is thanks to them that the Company has remained innovative and competitive for over 60 years. Our primary commitment is to support their growth and development by providing a safe and stimulating working environment inspired by the values of integrity, respect and collaboration.

With more than 230 employees, we play a significant role in local employment, actively contributing to the growth and well-being of the communities in which we operate.

“Our primary commitment is to value and empower our people by providing a safe and stimulating working environment inspired by the values of integrity, respect and collaboration.”

Workforce overview: trends and analysis

As is often the case in the metalworking industry, the majority of Meccanostampi's workforce is male, particularly within production departments. To address this imbalance and foster an increasingly inclusive working environment, the Organisation is actively working to increase female representation within its workforce, and employment data demonstrate the progress made in this area.

To support fair and equitable people management, Meccanostampi has revised its Human Resources Procedure, which provides an integrated framework for recruitment, selection and onboarding processes, training and professional development planning, as well as compensation, benefits and welfare policies.

The Organisation places particular emphasis on these topics and, through the revision of the procedure, has formally embedded principles that have long been part of its corporate culture:

- ensuring alignment between employees' skills and business needs;
- promoting a fair, inclusive and motivating working environment;
- ensuring compliance with applicable regulations;
- optimising recruitment, training, performance evaluation and compensation processes;
- supporting the professional growth and development of every employee.

Recruitment and selection processes are based exclusively on skills and qualifications, with no differences in treatment related to gender.

As of 31 December 2025, Meccanostampi employed a total of 239 people, including 47 women and 192 men. Female representation within the workforce has nearly doubled, increasing from 28 women in 2021 to 47 in 2025. Women now account for 20% of the total workforce, reflecting the Organisation's commitment to promoting greater gender balance and inclusion.

In line with a corporate culture focused on stability and the development of its people, the Company prioritises long-term employment relationships. At the end of the reporting period, only one employee was employed under a fixed-term contract out of a total workforce of 239, confirming an employment model strongly based on stable employment.

In accordance with the VSME Standard, the employee turnover rate has been calculated as the ratio between the number of employees who left the Company during the year and the total number of employees during the same period. This rate has remained relatively stable over the last three years, increasing from 8.2% in 2023 to 8.9% in 2024 and 9.2% in 2025. The figure includes retirements, which represent a natural component of workforce renewal, and the increase recorded in the most recent year is partly attributable to this factor.

Overall, Meccanostampi demonstrates a stable workforce and performs significantly better than the national average. According to the Confindustria Research Centre report **Indagine Confindustria sul lavoro 2025** (Confindustria Employment Survey 2025), total turnover in the manufacturing sector stands at 21.9%. Against this backdrop, Meccanostampi's results reflect a stable employment environment and the Company's ability to retain skills and expertise over time.



EMPLOYEES BY SITE

SITE	2023		2024		2025	
	M	F	M	F	M	F
Via Sampo 73 e 75	109	11	115	15	106	19
Via Bracalenti 9	43	21	45	3	42	2
Via Bracalenti 10/12	45	3	42	26	44	26
TOTAL	197	35	202	44	192	47
Total headcount	232		246		239	
of which female	15%		18%		20%	

EMPLOYEES BY CONTRACT TYPE

	2023		2024		2025	
	M	F	M	F	M	F
Fixed-term contracts	1	0	2	1	1	0
Permanent contracts	196	35	200	43	191	47
TOTAL	197	35	202	44	192	47

FULL-TIME AND PART-TIME EMPLOYEES

	2023		2024		2025	
	Full time	Part-time	Full time	Part-time	Full time	Part-time
Women	25	10	35	9	36	11
Men	192	5	196	6	186	6
TOTAL	217	15	231	15	222	17

EMPLOYEES BY JOB CATEGORY AND GENDER

JOB CATEGORY	2023		2024		2025	
	M	F	M	F	M	F
Executives	2	0	2	0	1	0
Middle managers	5	0	5	0	5	1
White-collar employees	48	11	48	15	50	16
Blue-collar employees	142	24	142	29	136	30
TOTAL	197	35	197	44	192	47

NEW HIRES AND EMPLOYEE DEPARTURES

AGE GROUP	2023		2024		2025	
	Employee departures	New hires	Employee departures	New hires	Employee departures	New hires
Under 30	3	11	0	12	5	6
Between 30 and 50	10	14	11	9	7	11
Over 50 (excluding retirements)	0	3	5	9	6	1
Retirements	6		6		4	
TOTAL	19	28	22	18	22	12
Total excluding retirements	13	28	16	30	18	18

EMPLOYEE TURNOVER RATE, INCLUDING RETIREMENTS

	2023		2024		2025	
Women	17		16		18	
Men	2		6		4	
TOTAL	19		22		22	
% turnover	8,19%		8,94%		9,21%	

COMPENSATION AND COLLECTIVE BARGAINING

Meccanostampi applies the national collective labour agreement for the metalworking industry (CCNL Metalmeccanica Industria) to 100% of its employees. This agreement provides the regulatory framework for defining salary levels, employment conditions and the collective protections granted to the workforce.

The Organisation recognises the professional contribution of its people and is therefore committed to ensuring fair compensation, providing salaries above both the minimum levels established by the applicable collective labour agreement and the thresholds considered necessary to guarantee a decent standard of living. The collective agreement also supports internal equity and helps prevent gender-based pay disparities, promoting equality and fair treatment for all employees.

In 2025, the gender pay gap between female and male employees was 12.72%. In accordance with the VSME Standard, the figure was calculated as the difference between the average gross hourly earnings of men and women.

Although there is still room for improvement, the result is slightly lower than that recorded for the relevant industrial sector. According to the Italian National Institute of Statistics (ISTAT) report The Structure of Earnings in Italy – Year 2022 (published in January 2025), the gender pay gap in the manufacturing sector (ATECO B–E) stood at 13.2%.

NUMBER OF WORKPLACE ACCIDENTS

	2023	2024	2025
Recordable occupational injuries	2	2	5
Injury frequency rate (per 200,000 hours worked)	1,09	1,09	2,41
Total hours worked	367.948	367.948	415.257
Lost workdays due to occupational injuries	26	26	140

HEALTH AND SAFETY

Ensuring a safe working environment and promoting employee well-being are fundamental pillars of Meccanostampi’s corporate responsibility. Protecting the physical and mental health of employees and contractors is an integral part of the Company’s culture and drives the implementation of systems and practices focused on prevention, continuous improvement and compliance with international standards, including ISO 45001 and ISO 14001 certifications.

To this end, the Organisation:

- implements an integrated Health, Safety and Environmental Management System, supported by dedicated policies and prevention plans;
- carries out regular operational inspections across all workplaces, with a focus on dust, hazardous substances, noise, machinery-related risks and manual handling activities;
- conducts periodic audits performed by qualified personnel, as well as annual assessments by an independent third party as part of the maintenance of ISO 45001 and ISO 14001 certifications;
- monitors performance through specific KPIs collected within the Health and Safety and Environmental Performance Dashboard;
- promotes a proactive prevention approach aimed at reducing accidents and occupational illnesses while continuously improving working conditions.

In 2025, a total of 5 workplace injuries were recorded across 415,257 hours worked, resulting in an injury rate of 2.41. In accordance with the VSME methodology, the injury rate was calculated as the number of workplace injuries divided by the total hours worked and multiplied by 200,000 hours worked.

Consistent with previous years, no work-related fatalities or recognised occupational diseases were recorded during the reporting period. Occupational health surveillance is provided by the Occupational Physician.

Training and skills development

In an industry that demands high standards of precision and innovation, we believe that investing in human capital is essential to achieving sustainable and long-term growth. For this reason, throughout the year Meccanostampi continued to promote continuous learning programmes, in addition to mandatory training, aimed at strengthening technical, digital and transferable skills, as well as teamwork capabilities.

As outlined in the Human Resources Procedure, responsibility for identifying training and development needs is assigned to the Human Resources Manager and the various Department Managers, with the objective of identifying the most recurring training requirements across the workforce.

In line with the Company’s sustainability objectives, specific training initiatives focused on:

- improving the energy efficiency of injection moulding processes and equipment;
- the implementation of a new application for waste and warehouse management;
- data processing and cybersecurity.

To promote the responsible and secure use of Artificial Intelligence within business processes, Meccanostampi delivered the training programme “AI and LLMs in the Workplace: Responsible, Operational and Strategic Use”, focusing on communication, productivity, automation, decision support, privacy and data protection.

The programme was available to all employees and provided not only an introduction to the topic, but also advanced content relating to generative artificial intelligence and Large Language Models (LLMs), including the analysis of risks, limitations, ethical considerations, privacy issues and data management practices.

The training programme adopted a practical and implementation-oriented approach, featuring real-world case studies and collaborative co-design activities.

The training objective established for 2025, consisting of a minimum of 24 training hours per employee per year, was fully achieved. Across the entire workforce, an average of 31.07 training hours per employee was delivered during the year.

TRAINING HOURS BY JOB CATEGORY

JOB CATEGORY	2023	2024	2025
	Training hours delivered	Training hours delivered	Training hours delivered
Executives	5	51	111
Middle managers	135	440,5	912
White-collar employees	2649	2222,5	2753
Blue-collar employees	1424,5	1135	3649
TOTAL	4213,5	3849	7425



Listening to and engaging our people

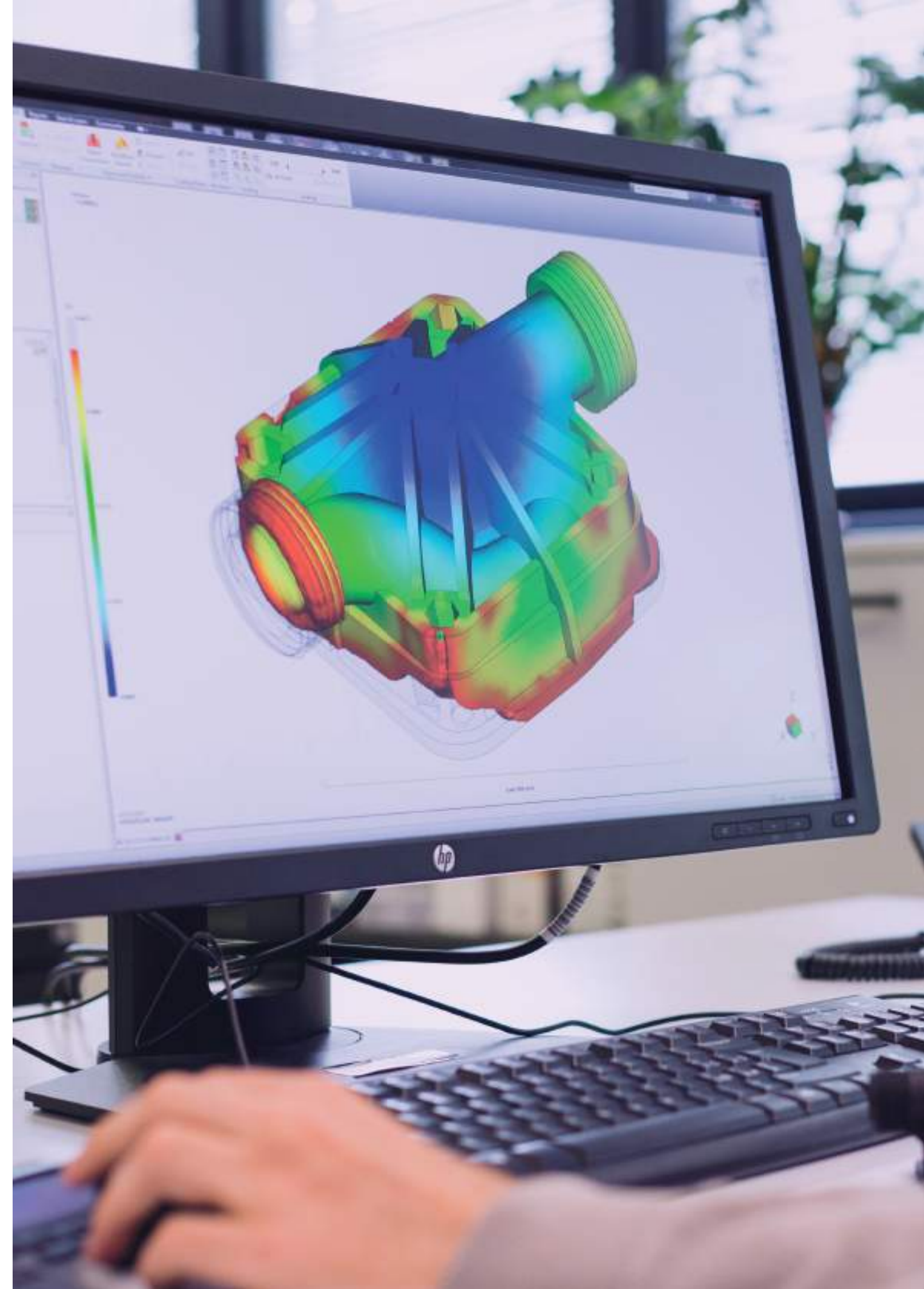
This year, Meccanostampi once again organised company-wide events open to all employees. These occasions provide an opportunity not only to share updates on the Company's overall performance, but also to foster an inclusive corporate culture focused on continuous improvement. The objective is to encourage open and constructive dialogue across all business functions, strengthening employees' sense of belonging and promoting active participation.

To celebrate Meccanostampi's 60th anniversary, the Company opened its doors to employees and their families for a dedicated event centred on engagement and participation. The initiative helped strengthen the bond between employees, their families and the Organisation, further reinforcing the sense of community that characterises Meccanostampi.

MECCANOHUB

During the year, MeccanoHUB was launched as a dedicated platform for collecting and enhancing project proposals submitted by employees. The hub was designed as a tool for active participation, aimed at gathering ideas and contributions both to support the Organisation's strategic planning and to promote employee well-being and engagement.

Each proposal is carefully reviewed by Management, which identifies the initiatives considered most strategic and assesses their potential development and implementation.



Our initiatives for employee well-being

Meccanostampi is attentive to the work-life balance needs of its employees and believes that employee well-being is a strategic asset that strengthens the Company's identity and generates a positive impact on the local community.

Employee welfare

As part of its Family Audit certification journey, Meccanostampi has developed a structured employee welfare system that provides tangible support to employees by helping to cover educational expenses and training opportunities for their children. Employee welfare initiatives are evaluated by the management team to ensure alignment with both business objectives and the needs of the people who make up the Organisation.

To support employees' quality of life, Meccanostampi has introduced more flexible working arrangements, including smart working, which has become an established practice supported by modern digital tools, secure systems and traceable processes.

Employees with family responsibilities may also benefit from flexible start times to help balance personal and professional commitments.

The Company's commitment to health and well-being is further supported through paid leave for medical appointments, encouraging prevention and personal well-being.

Complementing the internal welfare system are a range of family support measures, including reimbursement of school and university textbooks, tuition fees, public transport passes, postgraduate courses and summer camp expenses. Additional incentives are provided for educational programmes completed with merit. Furthermore, Meccanostampi offers training and development opportunities for employees' children through school-to-work programmes and internships.

EMPLOYEES WITH FLEXIBLE WORKING ARRANGEMENTS

	2023		2024		2025	
	No	Yes	No	Yes	No	Yes
Women	25	10	34	10	36	11
Men	169	27	176	26	165	27
TOTAL	194	37	210	36	201	38

The WelfareCare Campaign

Meccanostampi participated in the WelfareCare Cancer Prevention Campaign, providing female employees with free access to specialist screening programmes aimed at the early detection of women's cancers.

Great Place to Work®

To promote an inclusive, participative and people-centred workplace, Meccanostampi joined the Great Place to Work® employee survey programme during the year. The initiative involved the anonymous administration of a workplace climate survey to both white-collar and blue-collar employees, with the aim of gathering a broad and representative assessment of the employee experience across the Organisation. The results were also analysed against industry benchmarks, enabling the Company to contextualise its performance relative to the wider market.

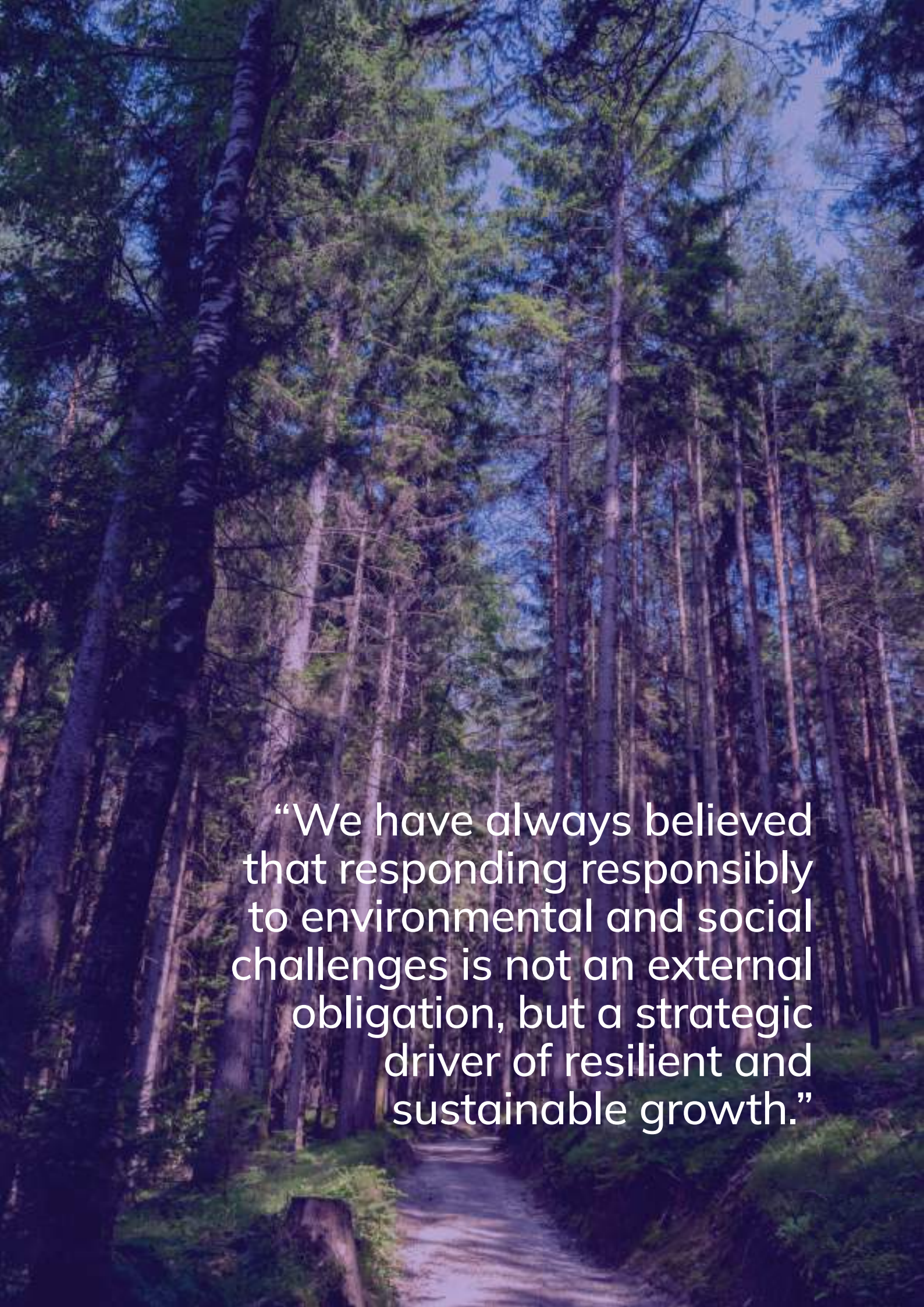
The survey highlighted both positive aspects, which represent strengths of the Company's organisational culture, and areas for improvement. These findings provide a valuable basis for the definition and implementation of a targeted Improvement Plan.

The development of the Improvement Plan was also supported by dedicated workshops, which served as collaborative forums for discussion and co-design. During these sessions, survey results were shared and discussed with employees, making it possible not only to gather valuable feedback but also to jointly design future improvement initiatives.

The survey will be repeated in 2026 with the objective of monitoring the evolution of key indicators and assessing the effectiveness of the actions implemented, in line with the Company's commitment to continuous improvement.



**Towards sustainable
development**



“We have always believed that responding responsibly to environmental and social challenges is not an external obligation, but a strategic driver of resilient and sustainable growth.”

Throughout its history, Meccanostampi has consistently sought to balance competitiveness, environmental protection, care for people and responsibility towards the local community, integrating these principles into its development vision.

This commitment involves all business functions and is reflected in daily operational decisions, with the objective of:

- progressively reducing CO₂ equivalent emissions;
- managing its own impacts and striving to reduce those generated throughout the value chain;
- creating long-term value and promoting shared well-being.

Through the implementation of an Integrated Management System, the Organisation ensures the effective and coordinated management of quality, occupational health and safety, and environmental matters, in line with the requirements of ISO 9001, ISO 14001 and ISO 45001 standards. The objective is to meet the expectations of customers and stakeholders while continuously improving overall performance.

The Company's environmental commitment is translated into concrete actions, including the reduction of material waste, the increased use of renewable energy sources and the adoption of energy efficiency measures. Particular attention is devoted to waste management and energy-saving programmes, which include the installation of high-efficiency lighting systems.

To monitor environmental performance, the Organisation has established specific indicators, including:

- number of environmental incidents;
- fuel consumption of company vehicles and related CO₂ emissions;
- percentage of waste sent for recovery, recycling or energy recovery;
- electricity consumption and the share of energy generated from renewable sources;
- organisational carbon footprint measured in accordance with internationally recognised standards.

The continuous monitoring of these indicators enables the identification of improvement opportunities and supports the definition of future objectives based on a structured assessment of risks and opportunities.

Measuring today to build tomorrow

“Meccanostampi is committed to reducing greenhouse gas emissions through the systematic annual monitoring of its carbon footprint.”

Climate change is one of the most significant global challenges, and Meccanostampi is fully aware of its role in addressing it. Through the systematic measurement of its environmental impacts, in accordance with the Greenhouse Gas (GHG) Protocol, the Organisation is able to define effective improvement actions to manage emissions throughout the value chain.

Using a structured approach, the Company annually monitors its key environmental indicators, including energy consumption, resource use, waste management and its greenhouse gas emissions inventory. Quantifying environmental impacts represents the first step in developing an effective strategy, as it enables targeted actions aimed at emissions reduction and continuous improvement.

The emissions inventory covers all activities carried out across the Company’s four production sites. The assessment is conducted in accordance with the GHG Protocol, which categorises emissions into three scopes based on their source and the degree of direct control exercised by the Organisation.

To convert environmental impacts into greenhouse gas emissions (CO₂ equivalent), emission factors from the internationally recognised Ecoinvent database were used, ensuring methodological consistency and data comparability.

SCOPE 1

Scope 1 emissions include direct greenhouse gas emissions generated from sources owned or controlled by the Organisation. For Meccanostampi, these emissions primarily arise from:

- natural gas consumption in production processes;
- fuels used in production activities and by the Company vehicle fleet, consisting of 18 vehicles (compared with 19 in 2024);
- other direct emissions associated with internal operational processes.

In 2025, total Scope 1 emissions amounted to 377.38 tCO₂e, representing a slight increase of 3% compared with 2024. This variation was mainly attributable to higher natural gas and petrol consumption, which was only partially offset by a reduction in diesel consumption.

With regard to fluorinated greenhouse gases (F-gases), the Organisation does not use these substances in its processes; therefore, no related emissions are included in the greenhouse gas inventory.

SCOPE 1 ENERGY CONSUMPTION

Source	Unit of measure	2023	2024	2025	% change 2024-25
Natural gas	Sm ³	157.345	4.616,48	124.251	+2%
Petrol	litres	3.888	5.814	8.120	+40%
Diesel	litres	8.264	9.903	8.565	-14%

SCOPE 1 EMISSIONS TREND OVER THE THREE-YEAR PERIOD

TonCO ₂ e	2023	2024	2025	% change 2024-25
Natural gas	416,13	321,22	328,61	+2%
Petrol	26,30	31,51	27,25	-14%
Diesel	10,30	15,41	21,52	+40%
TOTAL	452,73	368,14	377,38	+3%

SCOPE 2

Scope 2 includes indirect greenhouse gas emissions resulting from the purchase and consumption of electricity.

Energy represents one of the main impact drivers within the plastics injection moulding industry. Production activities are highly energy-intensive due to the extensive use of machinery, which often operates on a continuous basis. These systems require significant amounts of energy to heat plastic materials to melting temperature, apply the pressure necessary to inject molten plastic into moulds and maintain process conditions throughout the injection cycle. For this reason, Meccanostampi systematically monitors its energy consumption using standardised metrics that ensure consistency, comparability and reliability over time.

Demonstrating the effectiveness of the efficiency measures implemented in previous years, electricity consumption in 2025 amounted to 8,460,412 kWh, representing a 12.2% reduction compared with 2024.

Indirect emissions associated with electricity consumption, calculated using the location-based method, amounted to 3,575.21 tCO₂e, a decrease of 12% compared with 2024.

At the same time, Meccanostampi promotes a responsible approach to energy procurement through the purchase of Guarantees of Origin (GOs). These certificates verify that electricity has been generated from renewable energy sources and enabled the Company to reduce indirect electricity-related emissions to zero under the market-based method.

The distinction between these two approaches provides a transparent representation of both the impact associated with the national electricity mix (location-based) and the effects of the Organisation's energy purchasing decisions (market-based).

SCOPE 2 ENERGY CONSUMPTION

Source	Unit of measure	2023	2024	2025	% change 2024-25
Purchased electricity	kWh	7.637.418	9.638.657	8.460.412	-12,2%

ANDAMENTO SCOPE 2 NEL TRIENNIO

TonCO ₂ e	2023	2024	2025	% change 2024-25
Electricity-Market based	4.682,41	5.909,35	0	-100,00%
Electricity-Location based	3.227,43	4.073,12	3.575,21	-12%



SCOPE 3

Scope 3 includes all indirect greenhouse gas emissions generated throughout the value chain, both upstream and downstream of the Company's operations. For Meccanostampi, these emissions include:

- the production of raw materials and consumables;
- inbound and outbound logistics activities;
- waste management;
- employee commuting and other ancillary activities.

In 2025, Scope 3 emissions amounted to 20,879 tCO₂e, accounting for 98.22% of the Company's total carbon footprint. This figure highlights that the vast majority of the Organisation's climate impact is attributable to factors outside its direct operational boundaries, particularly those associated with the supply chain.

The largest contribution comes from raw materials and other production inputs, which play a fundamental role in the Company's manufacturing processes.

To progressively reduce indirect impacts, Meccanostampi is increasing the use of reusable packaging solutions.

The main emission categories included within Scope 3 are analysed in the following sections, with the aim of highlighting their characteristics and describing improvement actions undertaken as part of the Company's sustainability strategy.

SCOPE 3 EMISSIONS TREND OVER THE THREE-YEAR PERIOD

SCOPE 3	2023	2024	2025	% change 2024-25
Raw materials	1.7162,32	20.070,01	19.836,23	-1,16%
Inbound logistics	385,07	313,19	298,21	-4,78%
Outbound logistics	338,64	385,16	339,16	-11,94%
Ancillary activities	401,14	401,14	401,14	0,00%
Waste management	2,39	2,26	2,37	+4,91%
Water	4,91	1,62	1,98	+21,67%
Total TonCO ₂ e	18.294,47	21.173,39	20.879,08	-1,39%



TOTAL CARBON FOOTPRINT

In 2025, Meccanostampi's total carbon footprint amounted to 21,256.46 tCO₂e, representing a significant reduction compared with 2024 (27,450.88 tCO₂e). This result demonstrates the effectiveness of the Organisation's on-going efforts to progressively reduce its climate impacts through a structured approach that combines internal operational improvements with the active involvement of the supply chain.

Despite a slight increase in direct emissions (Scope 1), overall performance improved thanks to reductions in Scope 2 emissions and, above all, to the decrease in indirect emissions throughout the value chain (Scope 3). Although Scope 3 remains the largest contributor to the Company's carbon footprint, it has shown a downward trend over the three-year period.

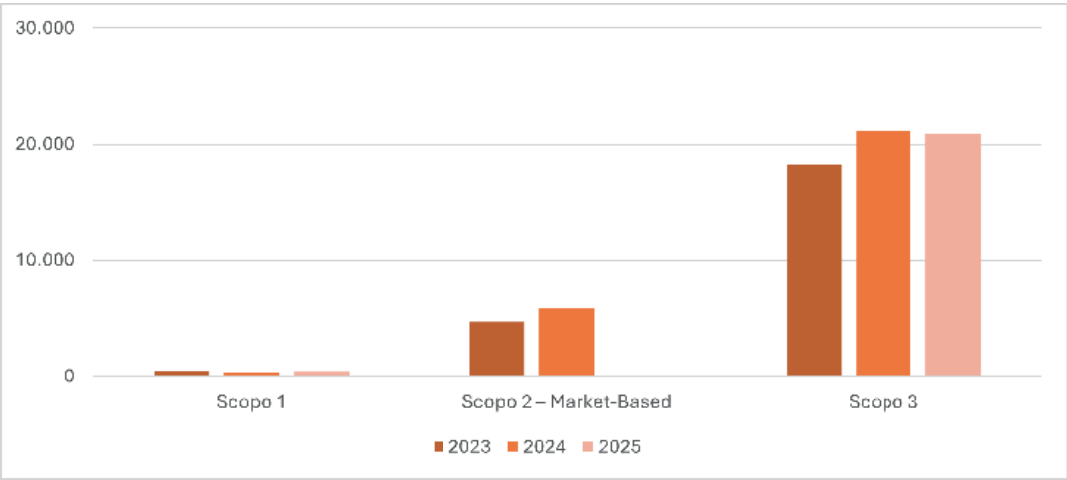
SHARE OF EACH SCOPE IN THE 2025 CARBON FOOTPRINT

TonCO ₂ e	2025 impact	% share
Scope 1	377,3765	1,78%
Scope 2 – Market-Based	0	0,00%
Scope 3	20.879	98,22%
TOTAL	21.256,46	100%

CARBON FOOTPRINT TREND OVER THE THREE-YEAR PERIOD (tCO₂e)

Categy	2023	2024	2025	% change 2024-25
Scope 1	452,73	368,14	377,38	+2,51%
Scope 2 Market-Based	4.682,42	5.909,35	0,00	-100,00%
Scope 3	18.294,48	21.173,39	20.879,00	-1,39%
TOTAL	23.429,62	27.450,88	21.256,46	-22,57%

CARBON FOOTPRINT TREND OVER THE THREE-YEAR PERIOD (tonCO₂e)



Type	2023 intensity	2024 intensity	2025 intensity
Emissions intensity per revenue (kgCO ₂ e/€ revenue)	0,62	0,65	0,50
Product carbon intensity (kgCO ₂ e/kg processed material)	7,70	7,45	6,94

Carbon intensity per unit of revenue is a useful indicator for monitoring an organisation's environmental efficiency over time, enabling consistent comparisons across different reporting periods. Meccanostampi's carbon intensity decreased from 0.65 kgCO₂e/€ in 2024 to 0.50 kgCO₂e/€ in 2025 (-23%), highlighting a significant improvement in environmental efficiency. This result reflects the Company's ability to maintain strong economic performance while improving its environmental performance.

Our sustainability journey

In line with ESG (Environmental, Social and Governance) sustainability principles, Meccanostampi incorporates environmental, social and economic considerations into its business strategy, paying close attention to its impact on employees, customers, suppliers and local communities.

The Company’s sustainable growth strategy is deeply rooted in the values established by its founder, Ludovico Trevisson. For over 60 years, these values have guided corporate decision-making and enabled the development of a business model that is responsible and attentive to environmental, social and governance matters.

Although sustainability topics are still not widely embedded within some of the Company’s reference markets, where it can often be challenging to build shared initiatives and long-term collaborative projects, Meccanostampi continues to invest in and promote a wide range of sustainability initiatives. This commitment is not driven solely by strategic considerations, but reflects an authentic way of operating that is fully aligned with the Company’s identity and values.

To support this journey, Meccanostampi has appointed an internal ESG Manager responsible for coordinating and monitoring environmental, social and organisational initiatives. This role also oversees the Company’s Quality Management Systems, ensuring an integrated and consistent approach to sustainability management.

To monitor performance, the Organisation has established a set of key performance indicators (KPIs) covering not only operational aspects but also social and environmental parameters. These indicators, together with the related objectives, are regularly monitored and periodically reviewed by the Board of Directors.

As part of its commitment to accountability and transparency towards stakeholders, this Sustainability Report represents an important opportunity for Meccanostampi to share its progress and achievements. Thanks to its long-term vision and its commitment to every dimension of ESG, the Organisation has successfully achieved significant results throughout its history and developed a sustainable, innovative and future-oriented business model.

CLIMATE CHANGE

Presence of practices, policies and future initiatives	Si
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Real-time monitoring of energy consumptionInvestments in energy-efficient machinery and renewable energy sourcesOptimisation of production cyclesRoutine maintenance of production equipmentOrganisational carbon footprint assessment
2026 targets	Emissions intensity per revenue (kgCO ₂ e/€ revenue) < 1Product carbon intensity (kgCO ₂ e/unit or kg processed) < 6.5
Responsibility	Operations Management and ESG Manager

POLLUTION

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Emission extraction and filtration systemsMonitoring of emissions and resource consumptionProper management of substances and wasteEnvironmental compliance managementISO 14001 certification
2026 targets	Compliance with environmental regulatory limits through continuous emissions monitoring0 environmental incidents
Responsibility	ESG Manager

WATER AND MARINE RESOURCES

Presence of practices, policies and future initiatives	Yes
Publicly available	No
Presence of targets	No
Actions arising from practices, policies and future initiatives	Responsible water resource managementMonitoring of water consumption through the organisational carbon footprint assessment

BIODIVERSITY AND ECOSYSTEMS

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	No
Actions arising from practices, policies and future initiatives	Compliance with national environmental regulations

CIRCULAR ECONOMY

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Proper management of substances and waste
2026 targets	Recovery of selected waste streams
Responsibility	95% of waste sent for recovery Total waste below 10% of processed material Operations Management, Procurement Manager and HSE Manager (Head of Health, Safety and Environmental Protection)

COMMUNITIES AFFECTED BY THE ORGANISATION

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Local production activities Preference for local suppliers Compliance with environmental and health & safety regulations Donations and support for local institutions and community events <i>(see Chapter 10 "Growing Together with the Community and the Local Area")</i>
2026 targets	1 new training internship 3 donations and sponsorship initiatives supporting local communities
Responsibility	Board of Directors and ESG Manager

WORKERS IN THE VALUE CHAIN

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Code of Conduct Selection of suppliers compliant with labour and occupational health & safety regulations
2026 targets	100% of suppliers assessed against environmental and social criteria
Responsibility	Human Resources Manager

OWN WORKFORCE

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Investment in training and development Employee welfare initiatives Human Resources Procedure Family Audit certification Flexible working arrangements Risk assessment and prevention activities Workplace injury monitoring MeccanoHUB employee engagement platform Company-wide events Code of Ethics <i>(see Chapter 8 "People at the Heart of Meccanostampi")</i>
2026 targets	Employee turnover rate < 7% Absenteeism rate < 2.5% 0 workplace injuries per year 0 logistics-related complaints between company sites
Responsibility	Operations Management, Human Resources Manager and HSE Manager (Head of Health, Safety and Environmental Protection)

CUSTOMERS

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Product quality and safety certifications and controls Privacy policy and training on the proper handling of personal data Materials traceability systems Data protection and privacy policy (see Chapter 4 “A Tangible and Certified Commitment”)
2026 targets	91% on-time delivery rate 0 customer complaints 0 privacy breaches
Responsibility	Operations Management, Sales Manager and IT Manager

BUSINESS CONDUCT

Presence of practices, policies and future initiatives	Yes
Publicly available	Yes
Presence of targets	Yes
Actions arising from practices, policies and future initiatives	Appointment of an ESG Manager Board of Statutory Auditors Code of Ethics Code of Conduct Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 (Model 231) and Whistleblowing system Legality Rating (2 Stars ++) KPIs supporting decision-making processes (see Chapter 6 “The Governance System”)
2026 targets	EBITDA margin ≥ 10% OEE (Overall Equipment Effectiveness) ≥ 70% 0 ethical complaints or compliance violations
Responsibility	Operations Management, Sales Manager and IT Manager

ENVIRONMENTAL PROTECTION

ADDRESSING THE CLIMATE CHALLENGE

To respond to the most pressing global challenges, Meccanostampi has implemented a range of initiatives aimed at addressing climate change, with a particular focus on energy efficiency and the reduction of environmental impacts.

Over the years, numerous initiatives have been promoted and, thanks to the investments carried out in 2025, the Company was able to:

- extend energy consumption monitoring across the entire machinery fleet;
- replace two injection moulding machines with advanced high-efficiency Industry 5.0 models;
- implement insulation measures to reduce thermal losses;
- expand the photovoltaic system;
- introduce real-time energy monitoring systems;
- renew part of the Company vehicle fleet.

As part of its climate strategy, Meccanostampi aims to keep the emissions intensity of its production activities under control by maintaining low emission levels relative to both the economic value generated and production volumes.

The specific indicators monitored are emissions intensity per unit of revenue (kgCO₂e/€ revenue), with a target of remaining below 1, and emissions per unit of processed material, with a target of less than 6.5 kgCO₂e per unit or kilogram processed.

To support the efficient management of production processes, the Company’s internal KPI dashboard includes dedicated indicators for monitoring both energy consumption and production performance. These metrics are also used to support maintenance planning activities and to monitor the main causes of machine downtime, contributing to continuous operational improvement.

REDUCING ENVIRONMENTAL IMPACTS AND IMPROVING EFFICIENCY

Environmental protection is an important element of Meccanostampi's organisational culture. To ensure the effective management of pollution-related impacts, the Organisation carries out a range of activities, including:

- monitoring atmospheric emissions through its organisational carbon footprint assessment;
- the responsible use of resources to minimise production waste, which is maintained at marginal levels;
- the adoption of extraction and filtration systems for emissions generated by production processes;
- compliance with national regulations governing industrial waste management, with the aim of preventing impacts on soil and the environment.

Thanks to a dedicated monitoring system for logistics and transport activities, Meccanostampi is able to quantify indirect emissions associated with the movement of goods throughout the value chain. Inbound logistics, relating to the transport of raw materials, rely primarily on road transport. Suppliers are located at an average distance of approximately 79.6 km, confirming a supply chain strategy focused on geographical proximity.

Outbound logistics, relating to the transport of finished products, include both road and maritime transport, depending on destination markets and customer requirements. The procurement of raw materials represents one of the main sources of environmental impact within Meccanostampi's value chain. The materials used consist primarily of plastic resins, which constitute the principal production input, alongside metallic materials such as steel, stainless steel, aluminium and brass for ancillary components.

Raw material selection is largely driven by customer technical specifications, which determine the materials required for production. Although material choices are often constrained by customer requirements, Meccanostampi seeks to intervene wherever it has greater influence, for example by prioritising recyclable packaging solutions.

Through its ISO 14001-certified Environmental Management System, Meccanostampi has established a structured framework for the control and management of environmental aspects associated with its operations, with particular attention to preventing potential impacts on air, water and soil.

Through operational procedures, monitoring activities and periodic assessments, the Organisation ensures compliance with applicable environmental regulations. This approach has been strengthened over time through a constructive and ongoing dialogue with competent authorities, contributing to the Company's ability to manage its operations effectively and in full compliance with regulatory requirements.

In addition to monitoring its organisational carbon footprint, Meccanostampi tracks the number of environmental incidents. During 2025, zero environmental incidents were recorded.



WATER RESOURCE MANAGEMENT AND PROTECTION

Meccanostampi’s impact on water and marine resources is limited, as water is not used within production processes or industrial operations. Water consumption is restricted to office areas and sanitary facilities.

In 2025, total water withdrawal amounted to 8,569.05 m³, representing a slight increase compared with 7,044.8 m³ recorded in 2024. When related to the total workforce (239 employees), average annual water consumption amounted to approximately 35.9 m³ per employee.

As all withdrawn water is discharged into the municipal sewer system and is not used in production processes, water consumption, defined as the difference between water withdrawals and discharges, is considered negligible and close to zero.

According to the WRI Aqueduct – Water Risk Atlas, the Limana area is exposed to high physical risks related to water availability, primarily associated with seasonal variability, water stress and potential flooding events. Risks related to water quality are assessed as low to medium, as are regulatory and reputational risks, indicating limited exposure to regulatory challenges or conflicts with local stakeholders.

Despite its limited use of water resources, the Organisation maintains a responsible approach to water stewardship through the periodic monitoring of water consumption and ongoing awareness of the territorial water-related risks associated with the area in which it operates.



Location of Meccanostampi in relation to water risk areas.
Source: Aqueduct Water Risk Atlas (World Resources Institute).

BIODIVERSITY AND LOCAL ECOSYSTEM PROTECTION

Meccanostampi recognises the importance of biodiversity conservation and is committed to promoting sustainable practices aimed at minimising the impact of its activities on the natural environment.

Based on the consultation of the official databases recommended by the VSME Standard, the Company’s production sites are not located within areas classified as having high biodiversity value. Nevertheless, in line with its commitment to responsible governance, Meccanostampi has assessed potential environmental impacts associated with the proximity of natural areas of interest, including the Lagorai Mountain Range, the Carnic Pre-Alps and Monte Grappa.

The main potential indirect impacts identified relate to atmospheric emissions, waste generation and noise pollution. These aspects are managed through:

- the monitoring of atmospheric emissions;
- the proper management of hazardous substances and waste to prevent soil and water contamination;
- compliance with regulatory limits concerning noise and light pollution.

At the same time, the Organisation contributes indirectly to the protection of local ecosystems through its support for environmental and territorial initiatives. In 2025, Meccanostampi provided financial support to the “AmbientiAMOCI” project, developed in collaboration with the Rotary Club of Belluno, with the aim of raising awareness of environmental issues and promoting the enhancement and protection of local natural resources.



Location of Meccanostampi relative to neighbouring Natura 2000 protected areas.
Source: Natura 2000 Network.

CIRCULAR ECONOMY AND RESOURCE MANAGEMENT

Meccanostampi has developed a structured set of practices and policies aimed at supporting the transition towards a circular economy model, with the objective of optimising resource use, reducing waste and improving the efficiency of industrial processes.

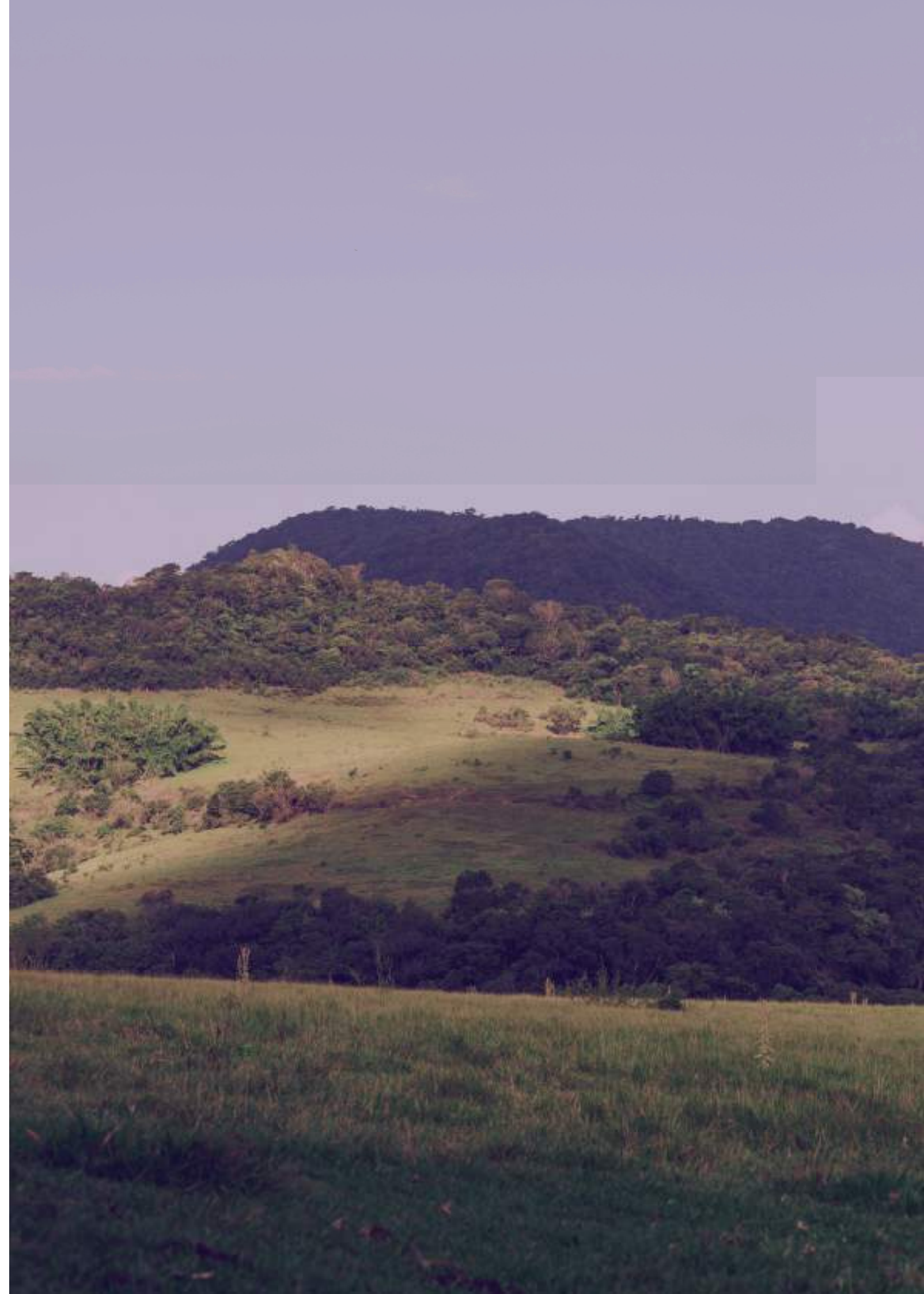
In particular, the Organisation:

- uses resources efficiently through a finite-capacity production system supported by the CyberPlan planning platform;
- pursues the continuous improvement of products and processes;
- recovers selected waste streams and production scrap;
- adopts sustainable packaging solutions;
- co-designs products with customers based on their specific requirements.

The accurate scheduling of production volumes through a finite-capacity planning system helps reduce waste, inefficiencies and the risk of overproduction. In addition to improving operational and energy performance, this approach contributes to the Company's sustainability strategy by promoting a more responsible use of resources and a leaner overall management model. Capacity-based planning also minimises issues related to product obsolescence in inventory, generating positive effects in terms of waste prevention.

With regard to waste management, in 2025 Meccanostampi sent 99.9% of the waste generated for recycling, in line with the strong performance already achieved in 2024 (99.4%), confirming its commitment to resource recovery and circularity.

In relation to production and quality processes, the scrap rate amounted to 1.45%, improving compared with 1.53% recorded in the previous year. This result reflects the Organisation's ongoing efforts to enhance process efficiency, reduce material losses and optimise resource utilisation.



VALUING AND SUPPORTING PEOPLE

HUMAN CAPITAL DEVELOPMENT

Workforce management is a central element of Meccanostampi's business strategy and is supported by a set of shared practices and procedures aimed at promoting employee well-being, professional development and workplace safety.

Current initiatives include:

- a Human Resources Procedure designed to ensure fair and inclusive people management;
- continuous learning and development programmes in addition to mandatory training requirements;
- employee welfare initiatives;
- the provision of personal protective equipment (PPE), supported by the systematic monitoring of workplace injuries;
- dedicated channels and engagement initiatives aimed at encouraging employee participation and involvement.

In 2025, the employee turnover rate was 9%, while the absenteeism rate stood at 2.5%, substantially unchanged compared with 2.49% in 2024. A total of 5 workplace injuries were recorded during the year, corresponding to an injury incidence rate of 0.22% of total days worked, compared with 0.07% in 2024.

Additional indicators monitored by Meccanostampi in relation to its workforce include training hours delivered per employee and gender diversity within the workforce, supporting the creation of an inclusive working environment and fostering continuous professional growth.

ETHICS AND SUSTAINABILITY ACROSS THE VALUE CHAIN

The responsible management of workers throughout the value chain is supported by a set of formalised and publicly available practices and policies, including the Code of Conduct for External Stakeholders and the Code of Ethics, which establish standards of behaviour based on respect, fairness and the protection of human rights.

To support the operational continuity of external partners and collaborators, Meccanostampi:

- ensures continuity and timely delivery of supplies;
- selects suppliers that comply with labour and occupational health and safety regulations;
- adopts a dedicated privacy policy and provides training on the proper handling of personal data;
- co-designs products with customers, fostering a collaborative and transparent approach throughout the value chain.

In addition to traditional criteria such as quality and economic competitiveness, Meccanostampi incorporates environmental and social considerations into its supplier assessment process, with the objective of promoting responsible behaviour across the supply chain.

Within this framework, the Organisation ensures that 100% of its suppliers operate in accordance with the principles set out in the Code of Ethics, helping to safeguard workers' rights and promote ethical business conduct throughout the entire value chain.

CUSTOMER SAFETY AND SATISFACTION

To maintain existing customer relationships and build new ones, Meccanostampi is committed to upholding high standards of quality and transparency, with the objective of strengthening the trust of all stakeholders connected to the Organisation.

A number of initiatives are in place to protect customers and end-users, including:

- certifications and controls dedicated to the quality and safety of products and processes;
- policies governing transparency and the protection of personal data, which are also publicly available on the Company's website;
- full traceability of materials and components used throughout the production process.

The objectives associated with customer and end-user satisfaction involve several business functions and focus on ensuring service quality, on-time delivery performance and the protection of information. In particular, Meccanostampi aims to maintain a high level of delivery reliability, minimise customer complaints and guarantee the full protection of personal and business data.

To support operational excellence, the Organisation monitors a range of performance indicators, including complaint rates, the alignment between actual project hours and budgeted hours, and the average response time for quotation requests.



**Growing together
with communities
and the local area**



Over its 60-year history, Meccanostampi has built a strong professional community characterised by a deep sense of belonging and a constant commitment to maintaining high-quality relationships with both internal and external stakeholders.

In line with GRI 413 (Local Communities), the Organisation recognises the central role of the territory in which it operates and maintains a responsible approach towards the local context, with the objective of creating shared value and protecting the surrounding environment.

Over time, Meccanostampi has developed a relationship of trust with the local community, built on listening, dialogue and a shared path of growth. All operational sites are involved in local stakeholder engagement activities, and the Company has established several channels to ensure continuous interaction with citizens, public institutions, schools and third-sector organisations. These include internship and career guidance programmes, the organisation and participation in local events, and initiatives such as the open day held to celebrate the Company's anniversary.

Meccanostampi also contributes positively to local development through support for the economy, active participation in community life and a commitment to environmental protection, operating in accordance with the principles promoted by the Confindustria business association system.

“Meccanostampi recognises its responsibility within the local economic ecosystem and is committed to maintaining an open dialogue with the community and its stakeholders, contributing to shared prosperity and collective well-being.”

Potential negative impacts, particularly those related to pollution, are continuously assessed and monitored through the Company’s Integrated Environment, Quality and Health & Safety Management System and its internal KPI Dashboard, which combines both economic and ESG performance indicators. In addition to monitoring operational performance, these indicators provide valuable support to the Board of Directors in defining strategic priorities and investment decisions aimed at continuously improving organisational performance.

Considering the Italian and European regulatory framework, which is characterised by high standards of social protection and human rights safeguards, no specific vulnerable groups were identified, nor were any significant complaints or grievances from local communities reported during the reporting period.

The community support and development initiatives described in this chapter apply across the entire organisational perimeter, helping to strengthen the Company’s connection with the local area and generate long-term shared value.

STRENGTHENING THE LOCAL ECONOMIC ECOSYSTEM.

The concentration of 100% of Meccanostampi’s operational sites within the Limana area enables the Company to generate positive impacts in terms of economic development, employment and value creation for the local community. This strong territorial presence translates into the creation of stable employment opportunities, the enhancement of professional skills and the implementation of welfare initiatives that benefit employees, their families and the wider social context in which the Company operates.

Meccanostampi maintains long-term relationships with five key suppliers, located at an average distance of 79.6 km from its facilities. By prioritising local partners, the Company contributes to strengthening the local economy while also reducing the environmental impacts associated with its supply chain.

SUPPORTING LOCAL EMPLOYMENT

With a workforce of 239 employees, Meccanostampi generates a positive social impact through employment in the Limana area. The majority of employment relationships are based on permanent contracts, confirming the Company’s commitment to ensuring job stability and professional continuity.

In addition to promoting internship programmes aimed at transferring technical and professional skills, in 2025 Meccanostampi participated in the Speed Date event organised by Randstad Italia at the Polo Didattico Feltrino. Through this initiative, final-year students had the opportunity to learn about the Organisation and its production processes.

NUMBER OF INTERNSHIPS AND SCHOOL-TO-WORK PROGRAMMES

	2023	2024	2025
Students	7	3	3

COMMUNITY ENGAGEMENT

Meccanostampi’s role as an active partner within the local community is reflected in its support for local projects and its collaboration with institutions and associations. During 2025, the total amount of contributions provided to support the community amounted to €44,250.

On the occasion of its 60th anniversary, employees donated, on behalf of owner Ludovico Trevisson, an interactive whiteboard (LIM) to a local school, thereby supporting innovation in education. In support of education, Meccanostampi also supported the Run4School2025 event, aimed at raising funds for local schools.

Among the most significant initiatives were support for local sports activities, including the sponsorship of US Calcio Limana, and contributions to cultural and educational events open to the public, including TEDx Belluno. Health-related initiatives were also promoted, such as the prevention programme organised by WelfareCare, together with educational initiatives developed in collaboration with local organisations, including the safe driving project promoted by the Rotary Club.

These initiatives are complemented by opportunities for engagement within the company community, such as events organised for employees and their families, which contribute over time to strengthening the relationship between the Company and the local area.

BENEFICIARY	PURPOSE	2023	2024	2025
US Calcio Limana	Sponsorship	23.680	21.840	17.500
ASD Cavarzano Belluno	Sports kit sponsorship	5.000	/	/
WelfareCare	Breast cancer prevention event	3.500	3.500	3.500
Servizi A.N.A.	Sponsorship of the Triveneto Alpine Gathering	2.500	/	/
Pro Loco Castion & Buoni Motivi	Participation in the 24h San Martino charity run	1.979	/	/
Vivere Belluno – Kopiev Daniil	Donation to the “Carriere 360: From Student to Professional” project	1.500	/	/
Circolo Cultura e Stampa Belluno	Purchase of advertising space in the theatre season programme to support local culture	1.000	1.000	1.000
Reti di Concessione	Advertising sponsorship on a vehicle serving people with disabilities	950	307	0
Coro Arcobaleno Limana	Annual contribution	300	300	0
Pro Loco Limana	Support for local events: Limana Festival, Run4School and Christmas in Limana	250	250	2.250
Rotary Project	Villa Gregoriana / Gold Partner of the “SicuraMente – Safe Driving” project / “AmbientiAMOCI” project	/	1.500	3.000
A.S.D. Nevegallika	Publication of the book “Nevegal: Facts, Experiences, Stories and Anecdotes”	/	/	1.000
U.Ciclisti Limana	Team kit sponsorship			

BENEFICIARY	PURPOSE	2023	2024	2025
Limana Parish	Donation	200	1.000	1.000
Limana Alpine Hunting Reserve Association	Donation	/	/	500
Welfare and Territorial Identity Fund	“My Nest is in the Mountains” project (book purchases)	/	/	/
Bellunesi nel Mondo	Bellunoradici.net membership fee; memorial booklet printing	1.000	1.000	1.300
Other	Donation to Planet Water Foundation	/	/	/
Municipality of Limana	Minibus service for elderly transport	/	30.000	/
TEDx Belluno	TEDx Belluno event organisation	/	3.500	3.500
Gruppo Alpini Limana	Meccanostampi Valmorel event		2.000	0
Belluno Youth Council	Carrera 360 event		410	/
Productive Activities Council	Christmas lighting contribution		250	/
Associazione di Promozione Sociale La Velenosa	Gold and Silver sponsorship – first instalment	/	/	4.500
Pro Loco Zumellese	“Mele a Mel” event sponsorship	/	/	850
ASD LG Valbelluna 2021	Sponsorship	/	/	1.000
Belluno Viva	Sponsorship (“Santa’s Helpers” package)	/	/	3.000
AIDO	Booklet written by a child on the topic of cornea donation	/	/	350
TOTAL		41.859	66.857	44.250

References to European and International Standards

GENERAL DISCLOSURES	VSME REF.	GRI REF.	REPORT SECTION
Preparation criteria (organisational details)	B1	2-1	1. Identity and Corporate Structure
Certifications	B1		4. A Tangible and Certified Commitment
Reporting basis	B2	2-2	2. Methodological Note
Information omissions	B2		2. Methodological Note
Reporting period and frequency	B2	2-3	2. Methodological Note
Compliance with laws and regulations	B2	2-27	2. Methodological Note
External assurance	B2	2-5	2. Methodological Note
Membership associations	B3	2-28	3.3 Quality and Reliability of the Supply Chain
Revenue and turnover	B1		5.1 Economic Performance
Revenue from critical sectors	C8		5.1 Economic Performance
Indirect economic impacts		203	5.3 Value Beyond the Company's Boundaries
Number of employees	B1	2-7	8.1 Workforce Overview: Evolution and Analysis
Governance structure and composition	B2	2-9	6.1 The Governing Body
Chair of the highest governance body	B2	2-11	6.1 The Governing Body
Collective knowledge of the highest governance body	B2	2-17	6.1 The Governing Body
Sustainability strategy	C1	2-22	9.2 Our Sustainable Development Journey
Sustainable practices, policies and future initiatives	B2	2-23	9.2 Our Sustainable Development Journey
Description of policies and future initiatives	C2	2-24	9.2 Our Sustainable Development Journey
Responsibilities	C2		9.2 Our Sustainable Development Journey

GENERAL DISCLOSURES	VSME REF.	GRI REF.	REPORT SECTION
Energy and emissions (Scope 1–2)	B3		9.1 Measuring the Present to Shape the Future
Energy and emissions (Scope 3)	C2		9.1 Measuring the Present to Shape the Future
Reduction and sustainability targets	C3		9.2 Our Sustainable Development Journey
Air, water and soil pollution	B4		9.2 Our Sustainable Development Journey
Biodiversity	B5		9.2 Our Sustainable Development Journey
Water	B6		9.2 Our Sustainable Development Journey
Resource use and circular economy	B7		9.2 Our Sustainable Development Journey
Workforce – general characteristics	B8	401	8.1 Workforce Overview: Evolution and Analysis
Health and safety	B9		8.1 Workforce Overview: Evolution and Analysis
Remuneration, collective bargaining and training	B10	2-30	8.1 Workforce Overview: Evolution and Analysis
Business conduct metrics	B11		6.2 Code of Ethics and Corporate Integrity
Privacy		418	7. Cybersecurity and Information Protection
Activities, value chain and other business relationships	C1	2-6	3. Business Activities and Relationships
Gender breakdown (management)	C5		6.1 The Governing Body
Diversity in governance bodies	C9		6.1 The Governing Body
Human rights: policies and processes	C6		9.2 Our Sustainable Development Journey
Severe human rights incidents	C7		9.2 Our Sustainable Development Journey
Local communities	C8	413	10. Growing Together with the Community and the Local Area

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