

MINIFABER
METAL MASTERPIECES

Sustainability Report 2025


MINIFABER
METAL MASTERPIECES

Lettera agli stakeholders

Dear Stakeholders,

with the customary presentation of our sustainability document, all of us at Minifaber take this opportunity to look back over what was accomplished during 2025, acknowledging with satisfaction the achievement of important objectives while, at the same time, setting new challenges and targets for the years ahead.

The path of change driven by environmental sustainability is undoubtedly long and demanding, but the steps already taken and those planned for the years to come are the clearest demonstration of how fully attention to social and environmental issues is embedded and harmonized within Minifaber's industrial development programs.

We remain deeply convinced that profit and environmental responsibility, economic growth and collective well-being must find a synergistic dialogue.

In 2025 as well, improvement was achieved thanks to a distinctive capacity for dialogue, combined with the wise use of our people's intelligence and creativity: qualities that have always distinguished Minifaber's actions, in business as in society.

We continue to believe that in every sector, and all the more so in ours, it is possible to operate in a "clean" and transparent way: the past year provided further proof of our determination to invest in more efficient technologies, reducing emissions from our plants and optimizing the use of raw materials.

In full continuity with the past and in the relational style that distinguishes Minifaber, we devoted our commitment not only to protecting the environment, but also to people and communities.

This is why we have strengthened workplace safety policies, promoted continuous training programs for our staff — tailored to specific needs brought to management through ongoing and constructive dialogue with the workforce — and supported social initiatives in the areas where we operate.

Aware that this is an ongoing and challenging journey, we remain strongly focused on the continuous improvement of our processes and on our responsibilities toward the environment and the social context in which we operate.

I am always proud to reiterate that our results are the outcome of everyone's contribution: employees, partners, customers and suppliers.

To each of them goes our sincere thanks for the trust they have shown, for their willingness to listen and, equally importantly, for their ability to take action.

Our hope, therefore, is that we will all remain united and focused on the path of responsible growth that Minifaber intends to continue fostering.

Raffaello Melocchi
President


MINIFABER

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Environment
Social
Business Conduct



Vision e Mission

Vision

Minifaber aims to be an international benchmark partner in sheet metal transformation, combining family experience, technological innovation and the quality of its expertise.

We look to the future by investing in research and development, continuous training and the development of our people, in order to generate lasting value for customers, the local area and the environment.

Mission

Minifaber is committed to delivering quality solutions through expertise, reliability and team spirit, building a cohesive organization in which every area contributes to shared success.

We promote collaboration, shared objectives and the development of our people, in order to support our customers' success and foster a corporate culture geared towards well-being and continuous improvement.



The story

Who we are

Founded in 1960, Minifaber is a family-owned company specializing in cold sheet metal working and in the design and construction of dies. Over more than 65 years of activity it has developed skills and technologies that allow it to manage the entire production process in-house, from feasibility study to design, and from prototyping through to series production.

Over time the company has expanded its structure and its capabilities: in 1975 it introduced the tooling department with its Technical Design Office, in 1986 it became a joint stock company (S.p.A.) and in 1996 it inaugurated the Seriate production site.

In the following years it continued to invest in innovation, automation and process digitalization. Today Minifaber operates as a Family Global Player, with a customer-oriented approach and a consolidated presence on international markets. Thanks to the expertise of its people, an innovative industrial culture and a qualified network of suppliers, it manufactures semi-finished and finished components for major industrial groups active in a range of sectors, including electromechanics, kitchen robotics, medical devices, energy and gas distribution, household appliances and professional equipment.





Our values

The founding values of our company are principally:

INNOVATION: Minifaber strives for continuous technological innovation in its products and working methods, fully sharing its technical knowledge with customers

HUMAN RESOURCES: Minifaber's actions are geared towards the growth, training and development of its people, through daily attention to the quality of the working environment and of human relationships.

SAFETY: Minifaber designs and implements high safety standards in order to protect the health and well-being of workers in the workplace

INTEGRITY: Minifaber acts responsibly and works with the utmost commitment, adhering to rigorous principles of ethics, loyalty and professional fairness.

CUSTOMER FOCUS: Minifaber places the customer at the heart of its daily activity, positioning itself as a credible and reliable partner



2025 in numbers

108 M€	turnover (+15% vs 2024)
4%	EBITDA
392	employees
16.000	tons of metal purchased
62%	average annual export rate
6%	of revenues reinvested in new technologies
5.500	annual training hours

Main office

Minifaber's headquarters are located in a strategic area of Northern Italy. Just 15 minutes from Orio al Serio airport, the Seriate site is served by an easily accessible infrastructure network, which facilitates customer-supplier meetings and the delivery of machined parts.

Minifaber S.p.A.
Main Office:
Via Brusaporto, 35, 24068, Seriate,
Bergamo, Italy

Telephone: +39 035 4237211
Fax: +39 035 4237224
mail: contact@minifaber.com





Business model

Minifaber specializes in cold sheet metal working and in the design and construction of dies and tooling. It works alongside its customers throughout the entire process, from feasibility study to design, and on to prototyping and series production.

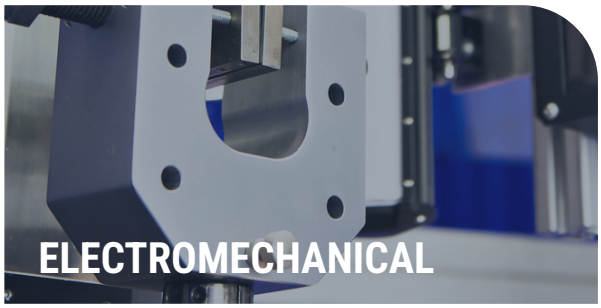
Thanks to in-house expertise, advanced technologies and a qualified network of suppliers, the company manufactures semi-finished and finished components for a range of industrial sectors, ensuring quality, flexibility and reliability.

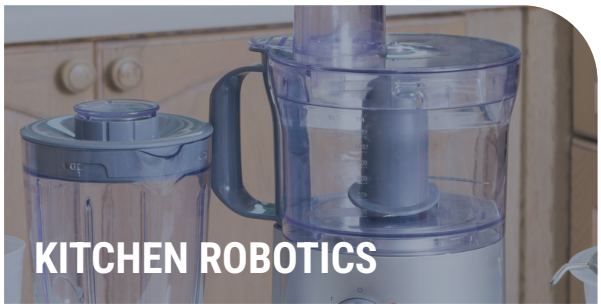




Sectors and products

The sectors


ELECTROMECHANICAL


KITCHEN ROBOTICS


MEDICAL DEVICES


GAS DISTRIBUTION


HOUSEHOLD APPLIANCES

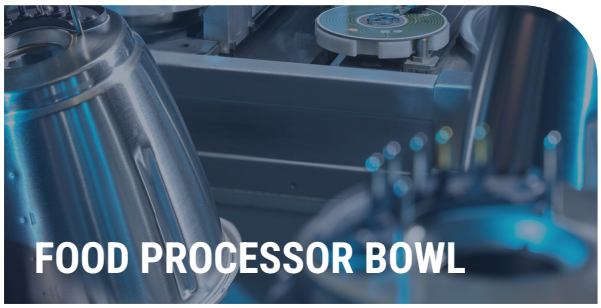

PROFESSIONAL EQUIPMENT


VENDING MACHINES

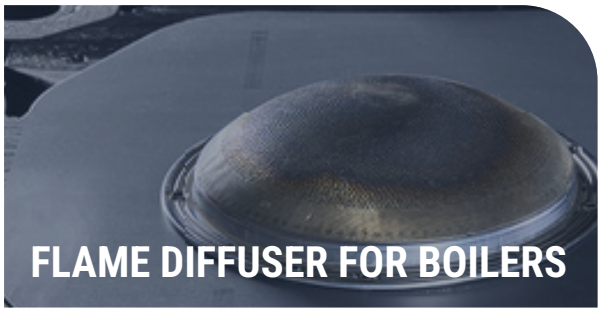

ENERGY DISTRIBUTION

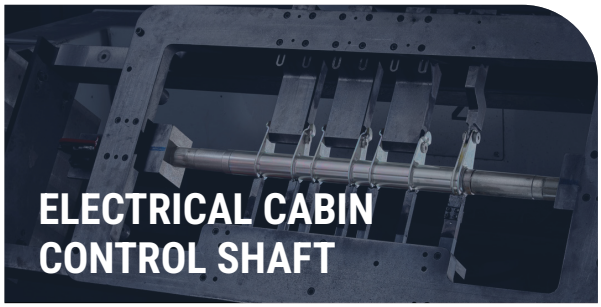
The products

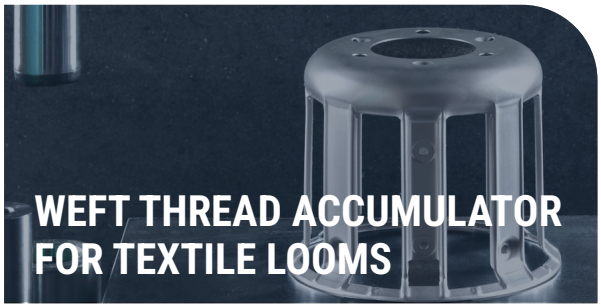


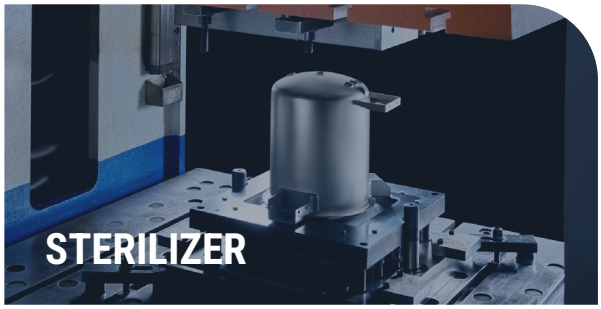
















Governance

Corporate structure

The company is 50% owned by Raffaello Melocchi and 50% by Gianfrida S.r.l.

The corporate offices are:

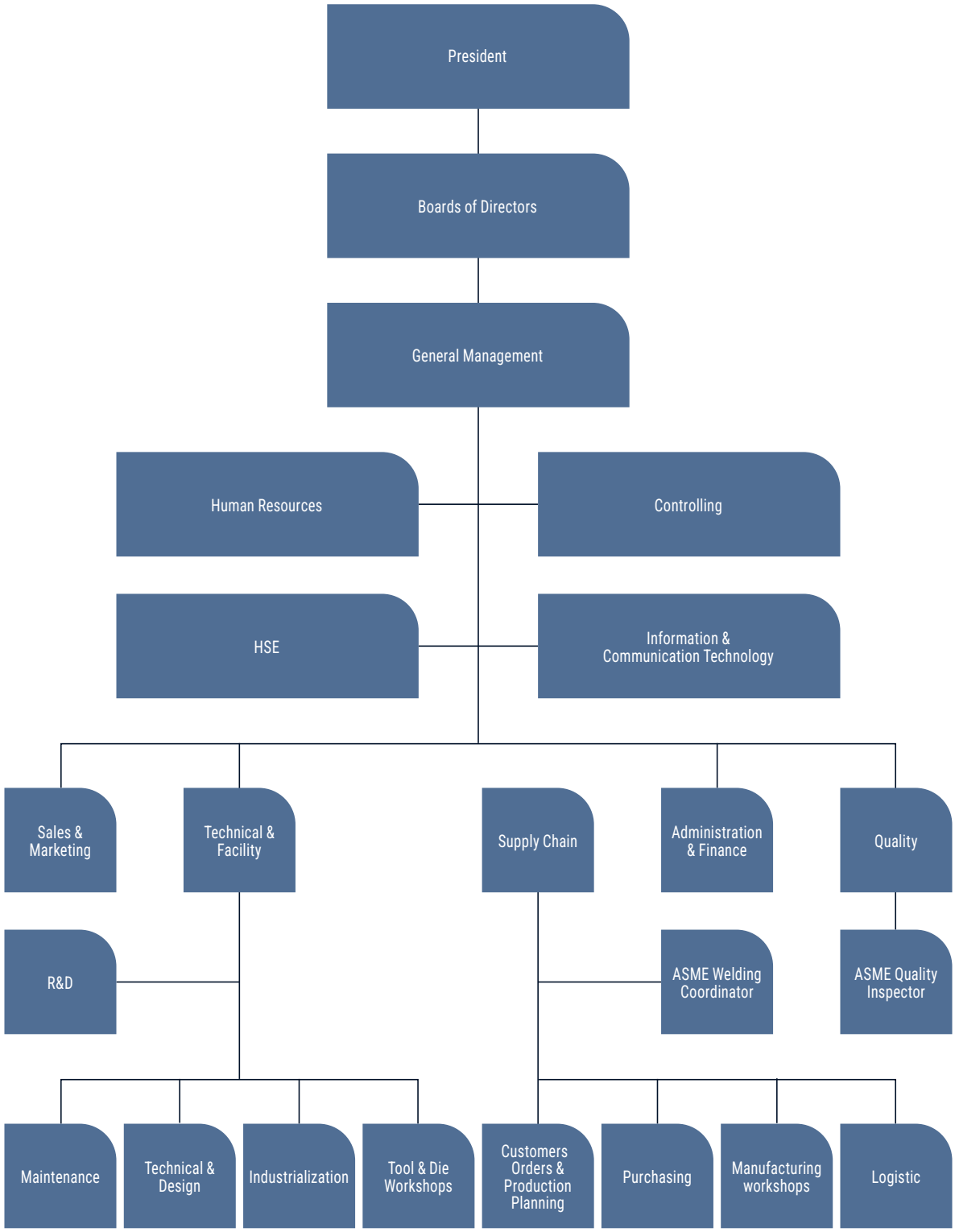
- **MELOCCHI RAFFAELLO** Chairman of the Board of Directors
- **MELOCCHI ANGELA** Managing Director
- **MELOCCHI MATTEO** Managing Director

Company profile and reporting scope

This Sustainability Report covers the period **1 January – 31 December 2025** and has been prepared on a voluntary basis with reference to the principles and structure of the Corporate Sustainability Reporting Directive and the European Sustainability Reporting Standards, insofar as they are applicable to Minifaber's context and level of reporting maturity.



Organizational chart







Double materiality analysis

MINIFABER

2025 Double materiality analysis

Minifaber's 2025 double materiality analysis has been updated in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), which require companies to assess the relevance of ESG topics from two complementary perspectives:

1. **Impact materiality** (inside-out): the effects the company generates on the environment and on society.
2. **Financial materiality** (outside-in): the effects that environmental, social, regulatory or market conditions may have on the company's economic and financial performance.

To ensure a transparent process, structured and consistent with the ESRS, Minifaber has confirmed its use of the Greenly methodology and digital system, which makes it possible to assess the ESG topics required by the regulation in a standardized way. The process was coordinated by the ESG Committee and involved the internal managers of the environmental, social and governance areas.

The assessments were supplemented with evidence gathered through dialogue with a number of relevant customers and suppliers and with the support of external consultants.



Double materiality assessment process

1. Assessment of the topics required by the ESRS

The analysis was based on the completion of the disclosures and datapoints required by the ESRS, organized by environmental, social and governance thematic areas. For each topic, the platform makes it possible to collect assessments relating to the internal company perspective and to the perspectives of the stakeholders involved, in order to provide an integrated reading of ESG relevance.

2. Model for impact materiality

For each topic, impact materiality is calculated by combining the following parameters:

- Scale: severity of the impact;
- Extension: geographical extent and number of people or entities involved;
- Remediability: difficulty of restoring the initial state, applicable to negative impacts;
- Probability: realistic expectation of occurrence.

This assessment makes it possible to identify the actual and potential impacts generated by Minifaber, directly or indirectly, along its value chain.

3. Model for financial materiality

In parallel, each topic is assessed in relation to its capacity to influence the company's economic and financial performance. The following were considered in particular:

- availability of, or access to, critical resources;
- quality or deterioration of resources over time;
- increase in management, procurement or replacement costs;
- regulatory tightening or increased compliance obligations;
- potential effects on business continuity, reputation, margins and market access.

4. Aggregation of results and generation of the matrix

The results were aggregated within the ESG categories and their respective thematic subcategories.

For each subtopic, the Greenly platform returns a normalized impact materiality value and a normalized financial materiality value.

The double materiality matrix therefore shows:

- on the X axis, impact materiality;
- on the Y axis, financial materiality.

For the 2025 reporting year, a materiality threshold of 50% was confirmed. Topics exceeding this threshold in both dimensions are considered fully material. Topics with high financial materiality but impact materiality below the threshold are nevertheless considered relevant for the purposes of monitoring risks, opportunities and regulatory developments.

5. Directional validation

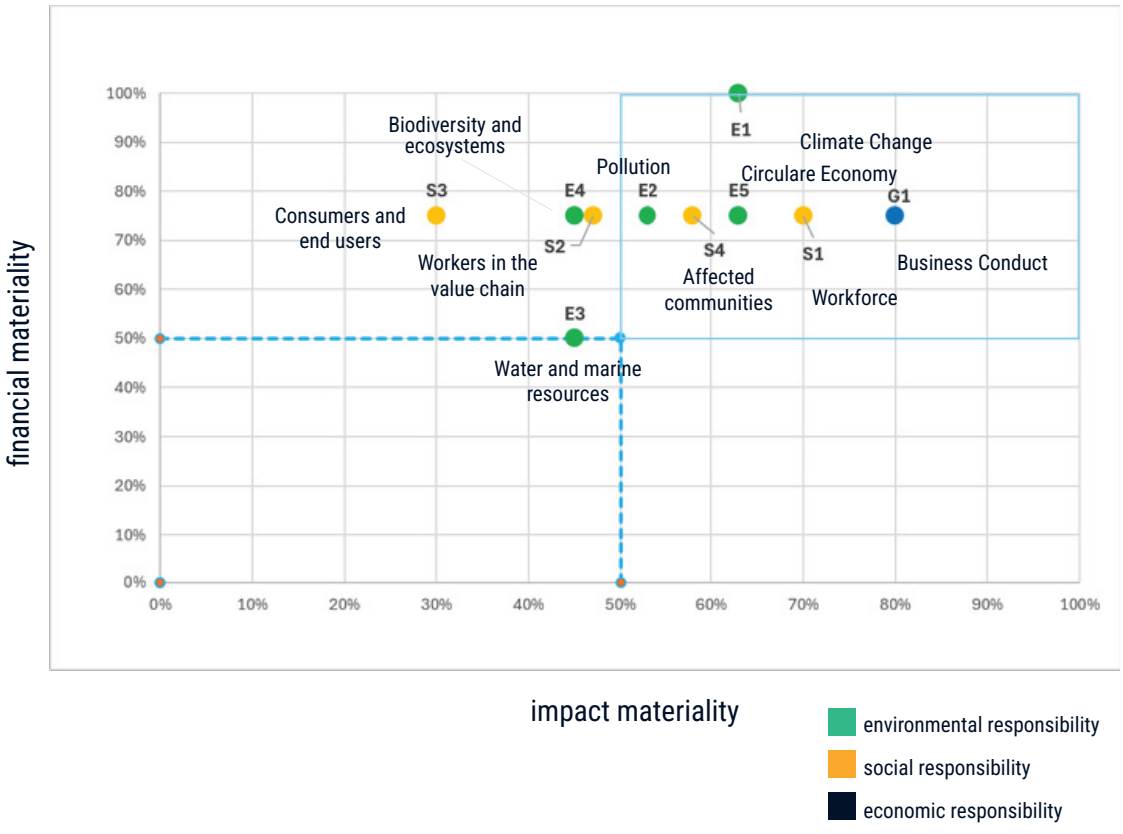
The matrix and the list of material topics were analyzed by the ESG Committee and shared with Management, in order to confirm the consistency of the results with Minifaber's business model, industrial context and strategic priorities.

6. Annual review

The analysis will be updated annually in order to:

- intercept new emerging risks;
- monitor regulatory developments;
- update ESG priorities in relation to the competitive and market context;
- verify the effectiveness of the actions undertaken.

Results of the 2025 double materiality analysis



Applying the 50% threshold widens the scope of material topics compared with the more restrictive reading previously adopted. This makes it possible to represent more fully the complexity of Minifaber's ESG profile: the company operates in a manufacturing sector characterized by the consumption of energy and materials, close attention to product quality and safety, structured B2B relationships and growing regulatory and market pressure on sustainability issues. The fully material topics, that is, those with at least one subtopic above the threshold in both the impact and the financial dimension, are:

- **E1 – Climate change**
- **E2 – Pollution**
- **E5 – Resource use and circular economy**
- **S1 – Own workforce**
- **S4 – Consumers and end users**
- **G1 – Business conduct**

The new threshold therefore reveals a more articulated materiality picture. Alongside the topics already central to Minifaber — energy, climate change, circular economy, workforce and business conduct — the areas linked to pollution, product safety and the transparency of institutional and commercial relationships also emerge more clearly.



E1 – Climate change

Climate change is confirmed as one of the most relevant topics for Minifaber. All the subtopics analyzed exceed the 50% threshold in both dimensions, showing that the topic is relevant both from the point of view of the impacts generated and from that of economic and financial risks and opportunities.

Scope	Topic	Impact materiality	Financial materiality
E1	Adaptation to climate change	52%	100%
E1	Mitigation of climate change	63%	100%
E1	Energy	63%	100%

Financial materiality of 100% for all subtopics confirms the company's strong exposure to transition risks, to changes in energy costs, to customers' ESG requirements and to regulatory obligations linked to decarbonization. The topic of adaptation to climate change, which under the previous threshold appeared less central in the impact dimension, becomes fully material at the 50% threshold. This highlights the growing importance of physical climate risks, such as extreme weather events, heat waves, logistical disruptions and possible impacts on production continuity and on the supply chain. Mitigation of climate change represents a priority for Minifaber, as it is connected to the reduction of emissions, to the efficiency of production processes and to the company's capacity to contribute to the transition towards lower-impact industrial models. The topic of energy is particularly relevant for a manufacturing company, since it directly affects operating costs, competitiveness and overall environmental performance. The ability to monitor and optimize energy consumption therefore represents a strategic lever, both environmental and economic.

E2 – Pollution

With the adoption of the 50% threshold, pollution becomes fully material for Minifaber, particularly with reference to air, water and soil pollution.

Scope	Topic	Impact materiality	Financial materiality
E2	Air pollution	53%	75%
E2	Pollution of water	53%	75%
E2	Soil pollution	53%	75%
E2	Substances of concern	43%	75%
E2	Substances of very of very high concern	48%	75%
E2	Microplastics	18%	0%
E2	Pollution of living organisms and food resources	0%	0%

Air, water and soil pollution exceeds the threshold in both dimensions. This result reflects the need, for a manufacturing company, to keep close oversight of emissions, discharges, substance management and environmental compliance. Financial materiality of 75% indicates that any critical issues relating to pollution can generate significant economic impacts, linked to compliance costs, permits, inspections, environmental liabilities, reputation and customer requirements. Substances of concern and substances of very high concern do not exceed the threshold in the impact dimension, but show high financial materiality. This identifies an area to be monitored closely, especially in relation to developments in chemicals regulation, materials traceability and information requirements along the supply chain. Overall, topic E2 shows that pollution prevention is not only a compliance requirement, but also an element of industrial and reputational risk management.

E5 – Resource use and circular economy

Resource use and the circular economy are confirmed as fully material for Minifaber.
All the subtopics analyzed exceed the 50% threshold in both dimensions.

Scope	Topic	Impact materiality	Financial materiality
E5	Resource inflows, including resource use	63%	75%
E5	Resource outflows related to products and services	53%	75%
E5	Waste	58%	75%

The topic is particularly relevant for Minifaber because of its dependence on metals, technical materials, components and packaging. Efficiency in the use of resources directly affects costs, continuity of supply and the company's ability to respond to customer requirements regarding sustainability and traceability.
Resource inflows are the subtopic with the highest impact materiality within E5. This confirms the importance of managing the procurement of raw materials efficiently, selecting reliable suppliers and promoting, wherever possible, the use of recovered or recycled materials, or materials with a lower environmental impact. Resource outflows related to products and services are material at the 50% threshold. This highlights the role of design, product quality, waste reduction and the valorization of outgoing flows. Waste is also fully material. Efficient management of metal scrap, packaging and the waste generated by production processes makes it possible to reduce environmental impacts, contain disposal costs and strengthen the company's reputation with customers and stakeholders. For Minifaber, the circular economy therefore represents a concrete lever for industrial efficiency, reduced supply risk and improved environmental performance.

S1 – Own workforce

The topic of own workforce is confirmed as fully material across all the subcategories analyzed. This result reflects the strategic importance of human capital for Minifaber, in a production environment that calls for technical skills, stability, safety and operational continuity.

Scope	Topic	Impact materiality	Financial materiality
S1	Working conditions	70,0%	75%
S1	Equal treatment and equal opportunities for all	70,0%	75%
S1	Other work-related rights	70,0%	75%

Working conditions are a priority both for their impacts on people and for their effects on productivity and quality of work. Safety in the production departments, accident prevention, training, work organization and people's well-being are fundamental to ensuring continuity and reliability.
The topic of equal treatment and equal opportunities confirms the relevance of policies and practices based on fairness, skills, merit and respect for people. In a manufacturing organization, developing internal skills contributes to professional growth, motivation and the company's ability to retain know-how.
Other work-related rights point to the importance of dialogue, respect for contractual protections, the quality of the internal climate and the responsible management of relationships with workers. Overall, the materiality of topic S1 shows that internal social sustainability is not merely a compliance matter, but an enabling factor for quality, productivity and business resilience.

S4 – Consumers and end users

At the 50% threshold, topic S4 emerges among the material topics, particularly with reference to the personal safety of consumers and/or end users.

Scope	Topic	Impact materiality	Financial materiality
S4	Personal safety of consumers and/or end users	58%	75%
S4	Information-related impacts on consumers and/or end users	38%	75%
S4	Social inclusion of consumers and/or end users	30%	75%

The personal safety of consumers and/or end users exceeds the threshold in both dimensions. Although it operates mainly in a B2B context, Minifaber manufactures products and components intended to be integrated into wider industrial chains, in which quality, technical compliance, reliability and safety play an essential role.
Financial materiality of 75% reflects the fact that any issues relating to product safety or quality can generate significant effects on reputation, commercial continuity, contractual liability and customer relationships.
Information-related impacts and the social inclusion of consumers and end users do not exceed the threshold in the impact dimension, but show high financial materiality. These aspects point to the importance of ensuring technical information that is correct, transparent and consistent with customer expectations and with applicable standards.
The inclusion of topic S4 among the material topics highlights the growing importance of product responsibility and of the quality of information along the value chain.

G1 – Business conduct

Business conduct is confirmed as a material topic for Minifaber, with particular reference to the prevention of corruption and bribery and, at the 50% threshold, also to political engagement and lobbying activities.

Scope	Topic	Impact materiality	Financial materiality
G1	Corporate culture	50%	0%
G1	Whistleblower protection	45%	0%
G1	Political engagement and lobbying activities	53%	75%
G1	Management of supplier relationships	50%	0%
G1	Corruption and bribery	80%	75%

The topic of corruption and bribery is fully material and is the most relevant subtopic within G1. Impact materiality of 80% and financial materiality of 75% highlight the importance of maintaining ethical safeguards, control procedures and conduct consistent with the principles of fairness, legality and transparency.
The topic of political engagement and lobbying activities also becomes material at the 50% threshold. This does not necessarily imply a critical issue, but signals the importance of carefully overseeing any institutional, association or representation relationships, ensuring traceability, consistency and transparency.
Corporate culture and the management of supplier relationships, including payment practices, reach the threshold in the impact dimension, although they are not financially material according to the quantitative assessment. These aspects nevertheless remain important in sustaining solid, fair and lasting relationships with employees, partners, customers and suppliers. Business conduct therefore represents a cross-cutting element of Minifaber's ESG strategy, since it helps consolidate trust, reputation and the quality of relationships along the value chain.

Topics to oversee and monitor

In addition to the fully material topics, the 2025 analysis highlights a number of areas that do not exceed the threshold in both dimensions but that nevertheless carry specific relevance in terms of risk, compliance or strategic attention.

The area **E3 – Water** and marine resources shows financial relevance to be monitored, although it is not fully material from the impact perspective. The topic may become more important in future in relation to regulatory developments, the availability of water resources and the location of plants or suppliers.
The area **E4 – Biodiversity** and ecosystems is financially relevant for some subtopics, above all in relation to possible regulatory developments, land management and the supply chain. Although it does not emerge as a fully material topic for Minifaber's direct activities, it is an area to be overseen.
The topic **S2 – Workers in the value chain** shows high financial materiality, although impact materiality remains below the threshold. This highlights the importance of monitoring working conditions along the supply chain, also in response to growing customer expectations and due diligence obligations.
The topic **S3 – Affected communities** is not fully material, but some aspects show financial materiality. This suggests maintaining attention to any indirect impacts connected with the local area, the supply chain and the social context in which the company operates..

Finally, within S4, information-related impacts and the social inclusion of consumers and end users are financially relevant. This confirms the importance of ensuring correct technical communications, adequate documentation and transparency in customer relationships.



Climate Change

E1-1 Transition plan for climate change mitigation

Minifaber S.p.A. operates in the metalworking manufacturing sector, corresponding to NACE code C25.5 – Forging, pressing, stamping and roll-forming of metal. This is a sector characterized by significant energy consumption and by strong dependence on the materials supply chain, in particular metals, components and industrial processing.

The company's activities are not related to the extraction or production of fossil fuels, nor to electricity generation from coal, oil or gas. Minifaber therefore does not fall within the sectors excluded from the EU Paris-Aligned Benchmarks pursuant to Regulation (EU) 2020/1818.

This chapter describes Minifaber's approach to managing climate change, including governance, impacts, risks and opportunities, policies, mitigation and adaptation actions, emission reduction targets and energy and emissions indicators, with reference to the disclosure requirements of ESRS E1.

Minifaber began the formal calculation of its carbon footprint in 2023, identified as the baseline year. In 2024 and 2025 the company consolidated its greenhouse gas measurement process, extending the analysis to Scopes 1, 2 and 3 in accordance with the GHG Protocol and integrating the results within a decarbonization plan.

The plan focuses on two main lines of action:

- reduction of direct and indirect emissions linked to energy, focusing on Scope 1 and Scope 2;
- progressive reduction of emissions along the value chain, with particular attention to Scope 3.1, related to the purchase of goods, services and raw materials.

The decarbonization roadmap combines measures already implemented, actions under way and solutions to be assessed in the medium term. The main levers identified include energy efficiency, self-generation from renewable sources, the purchase of electricity covered by Guarantees of Origin, the electrification of thermal consumption, energy monitoring, supply chain engagement and the circular valorization of materials.

E1-2 Policies related to climate change mitigation and adaptation

Minifaber has integrated climate change management within its Environmental Management System, certified to UNI EN ISO 14001:2015, with the aim of progressively reducing the climate impacts associated with its activities and strengthening the company's resilience to physical and transition risks.

Climate change mitigation

Climate mitigation is pursued through:

- **Carbon footprint measurement**
  Since 2023 Minifaber has measured its greenhouse gas emissions in accordance with the GHG Protocol, covering Scope 1, Scope 2 and Scope 3. The calculation makes it possible to identify the main emission sources, monitor how the carbon footprint evolves and define reduction actions based on quantitative data.

- **Definition and updating of the decarbonization plan**
  The carbon footprint results feed into the company's decarbonization plan, which identifies the main technical and managerial levers for reducing emissions. The plan includes measures relating to energy, plant efficiency, renewable self-generation, the electrification of thermal consumption and supply chain engagement.

- **Procurement of electricity from renewable sources**
  Minifaber has adopted a Market-Based approach for Scope 2 through the purchase of Guarantees of Origin and, in 2025, through Guarantees of Origin and Energy Release. This choice makes it possible to bring Scope 2 emissions to zero under the Market-Based approach and supports the strategy of progressively electrifying consumption.

- **Energy efficiency and consumption monitoring**
  The company has launched and implemented energy efficiency measures, including the reduction of losses in compressed air systems, the replacement of energy-intensive technologies, the installation of new photovoltaic systems and the introduction of energy monitoring systems on the main electrical substations.

- **Supply chain engagement**
  Since the most significant component of Minifaber's carbon footprint is attributable to Scope 3, the company intends to strengthen dialogue with strategic suppliers, with particular attention to collecting specific emissions data, to materials traceability and to increasing the recycled content of purchased raw materials..

- **Adaptation to climate change**

  Climate change also entails physical and transition risks that may affect operational continuity, resource availability, logistics, energy costs and the supply chain. In 2025 Minifaber confirmed the relevance of adaptation within its double materiality analysis. Adaptation is considered above all in relation to operational resilience, supply chain continuity and the company's ability to respond to an evolving regulatory and climate context. Although a specific climate adaptation plan has not yet been formalized, the activities of environmental monitoring, energy management, stakeholder engagement and ESG risk assessment all help strengthen the company's ability to anticipate and manage potential future issues.

- **Continuous improvement and stakeholder engagement**

  Minifaber's Environmental Policy also provides for:

  - a commitment to the continuous improvement of environmental performance;
  - the strengthening of the internal culture on ESG issues;
  - stakeholder engagement through consultation and dialogue activities;
  - periodic monitoring of environmental and emissions data;
  - the progressive integration of climate criteria into decision-making and purchasing processes.



E1-3 | Actions and resources related to climate change policies

In the 2024–2025 period Minifaber implemented a structured set of decarbonization measures, aimed at reducing energy consumption, increasing self-generation from renewable sources, improving plant efficiency and containing Scope 1 and Scope 2 emissions.

The actions carried out and planned cover both direct technical measures and enabling activities, such as energy monitoring and the collection of more accurate data along the supply chain.

Action	Description	Scope affected	Estimated impact
Detection and repair of compressed air leaks	Campaign to detect and close leaks in the compressed air systems	Scope 2 Location-Based	approx. -50 tCO_2e/year
Replacement of printers with cold technology	Introduction of production technologies with lower energy consumption	Scope 2 Location-Based	approx. -0,4 tCO_2e/year
Energy consumption	Launch of monitoring on the main electrical substations	Enabling action	No direct reduction, but supports future optimizations
Photovoltaic system of 211 kWp	Expected generation of approx. 226 MWh/year of renewable electricity	Scope 2 Location-Based	approx. -52,1 tCO_2e/year
Photovoltaic system of 399 kWp	Expected generation of approx. 404 MWh/year of renewable electricity	Scope 2 Location-Based	approx. -92,8 tCO_2e/year
Power Quality	Reduction of electrical losses and optimization of consumption on the main substations	Scope 2 Location-Based	approx. -26,5 tCO_2e/year
Purchase of Guarantees of Origin and Energy Release	Coverage of purchased electricity from renewable sources under the Market-Based approach	Scope 2 Market-Based	Azzeramento Scope 2 Market-Based

Planned actions and actions under assessment

Looking ahead to the 2025–2030 period, Minifaber plans further decarbonization measures, with particular attention to reducing Scope 1 and improving the efficiency of technical systems.
The main actions under assessment include:

- **Air-to-water heat pumps**
  The introduction of heat pumps would make it possible to replace a significant share of the thermal demand currently met by natural gas. The solution would allow heat to be produced without the direct combustion of natural gas, reducing Scope 1 emissions and enabling an energy model more consistent with renewable electricity procurement. The plan provides for the progressive electrification of thermal consumption, with the aim of replacing up to 72% of the demand currently met by natural gas. The estimated reduction associated with the solution is approximately 127 tCO_2e/year. An initial installation phase would already allow a 41% reduction in gas consumption, with an estimated saving of approximately 71 tCO_2e.
- **Additive for hydronic circuits**
  Minifaber is assessing the use of a patented additive based on metal nanoparticles, which can be injected into water or glycol-water hydronic circuits. The technology is intended to increase the heat exchange coefficient and improve the efficiency of refrigeration and thermal systems. The estimated saving is 10–15% of the consumption of the circuits concerned. The quantification of avoided emissions will be the subject of further technical analysis, based on the dimensional and operating data of the systems.
- **Electrostatic filters for air handling units**
  The company is also assessing the introduction of active electrostatic filters on its air handling units. The technology makes it possible to reduce pressure drops compared with traditional filters and consequently to lower the electricity consumption of the fans. The estimated electricity saving is between 20% and 30% of the consumption of the air handling units concerned. The solution also brings indirect environmental benefits linked to the reduction of spent filters and to the longer life of the filtration system.

Actions relating to Scope 3

The 2025 carbon footprint confirms that the predominant share of Minifaber's emissions is associated with the value chain. For this reason, the decarbonization plan also includes specific actions on Scope 3, focusing on materials, suppliers and waste. The main levers identified are:

- ESG qualification of suppliers;
- collection of specific data on emission factors, EPDs and LCAs;
- increase in the recycled content of purchased raw materials;
- assessment of alternative or lower-carbon-intensity materials;
- valorization of metal scrap;
- optimization of the treatment of aqueous solutions;
- recovery and recycling of PPE, uniforms and other operational waste.

In particular, increasing the recycled content of the steels purchased is one of the most significant levers for reducing Scope 3.1, since it would make it possible to lower the emissions impact associated with the main raw materials used by the company..

E1-4 | Targets related to climate change mitigation and adaptation

Minifaber has defined a decarbonization plan with a 2025–2030 horizon, aimed at the progressive reduction of Scope 1 and Scope 2 emissions and at launching a structured path for reducing Scope 3 emissions. For the 2025–2030 period, the main target is to reduce overall Scope 1 and Scope 2 emissions under the Location-Based approach by approximately 298,4 tCO_2e/year, corresponding to a 22,5% reduction compared with the 2023 reference year.

Achieving the target is based on a combination of measures:

- energy efficiency;
- increased self-generation from photovoltaics;
- optimization of electricity quality;
- electrification of thermal consumption;
- maintaining renewable electricity procurement through Guarantees of Origin;
- assessment of additional technologies to reduce electricity and thermal consumption.

Scope	Activity	Objective	Metric	Time horizon	Status
Climate change	Purchase of Guarantees of Origin	Zero out annual Scope 2 emissions under the Market-Based approach	% of electricity covered by GOs	2024–2027	100% in 2025
Climate change	Photovoltaic 211 kWp + 399 kWp	Increase self-generation of renewable energy	kWh produced by PV	2025	Completed
Climate change	Power Quality	Reduce electrical losses and indirect consumption	kWh saved	2025	Completed
Climate change	Heat pumps	Progressively replacethe thermal demand met by gas	%of thermal demand electrified	2026–2027	Study completed
Climate change	Additive for hydronic circuits	Improve efficiency of thermal and refrigeration systems	% energy saving	To be defined	Under assessment
Climate change	Electrostatic filters for AHUs	Reduce fan power use and waste from spent filters	kWh saved / filters avoided	2026–2027	Under assessment

Alongside the Scope 1 and Scope 2 targets, Minifaber has identified a number of workstreams for Scope 3, with particular attention to: reducing the emissions associated with raw materials; increasing the recycled content of purchased materials; engaging strategic suppliers; improving the quality of emissions data; valorizing metal scrap and reducing the impacts associated with waste management. These actions do not yet constitute an overall quantitative Scope 3 reduction target, but they provide the operational basis for defining more structured objectives in subsequent reporting cycles.

E1-5 | Electricity consumption and electricity supply mix

In 2025 Minifaber drew 5.678.823 kWh of electricity from the grid. The entire volume was covered by Guarantees of Origin and Energy Release, making it possible to bring Scope 2 emissions to zero under the Market-Based approach. In addition, the company self-generated 82.348 kWh through photovoltaic systems installed at the production site. Self-generated photovoltaic energy produces no operational Scope 1 or Scope 2 emissions and reduces the need for electricity drawn from the grid.

Item	Quantity
Electricity drawn from the grid	5.678.823 kWh
Self-generated photovoltaic energy	82.348 kWh
Total electricity consumed	5.677.536 kWh
Coverage of purchased electricity through GOs + Energy Release	100%

The 2025 electricity mix shows a strong predominance of energy purchased from the grid, entirely covered by renewable supply instruments under the Market-Based approach, together with a share of on-site photovoltaic self-generation.

Item	Quantity	% of total
Purchased electricity	5.595.188 kWh	98,55%
Self-generated energy from photovoltaics	82.348 kWh	1,45%
Total electricity consumed	5.677.536 kWh	100%

In the multi-year comparison, Scope 1 + 2 carbon intensity relative to processed raw material improves in 2025. Under the Location-Based approach, intensity falls from 0,140 tCO_2e/ton in 2024 to 0,127 tCO_2e/ton in 2025, a reduction of 9,1%. Under the Market-Based approach, intensity falls from 0,038 tCO_2e/ton in 2024 to 0,028 tCO_2e/ton in 2025, a reduction of 27,5%.

Year	Processed raw material	Scope 1+2 intensity Location-Based	Scope 1+2 intensity Market-Based
2023	9.538 ton	0,139 tCO_2e/ton	0,267 tCO_2e/ton
2024	11.351 ton	0,140 tCO_2e/ton	0,038 tCO_2e/ton
2025	13.161 ton	0,127 tCO_2e/ton	0,028 tCO_2e/ton

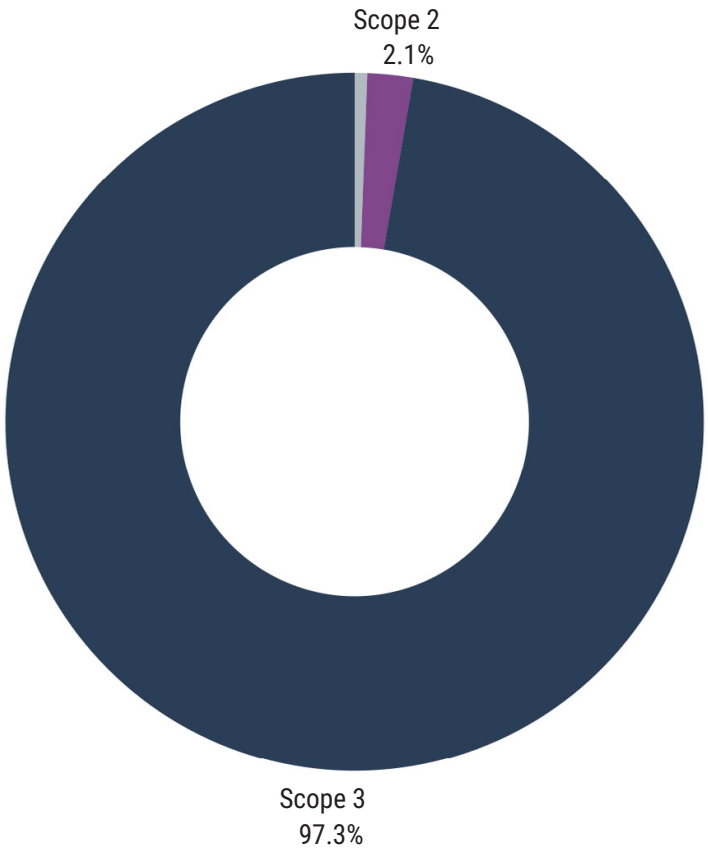
The 2025 figure shows that, against an increase in processed raw material, Minifaber succeeded in reducing the emissions intensity of production. This result is attributable to the combination of renewable electricity procurement, energy efficiency measures and the launch of the actions set out in the decarbonization plan.

E1-6 | — Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions

Minifaber's greenhouse gas emissions are reported in accordance with the GHG Protocol, which distinguishes three emission scopes:

- Scope 1: direct emissions generated by sources controlled by the company, such as natural gas combustion, company fuels, technical gases and any fugitive emissions;
- Scope 2: indirect emissions associated with the electricity purchased and consumed by the company;
- Scope 3: other indirect emissions generated along the value chain, not directly controlled by the company..

In 2025 Minifaber's overall carbon footprint, calculated under the Location-Based approach for Scope 2, amounts to 61.616,8 tCO_2e. Scope 3 accounts for approximately 97,3% of the total.



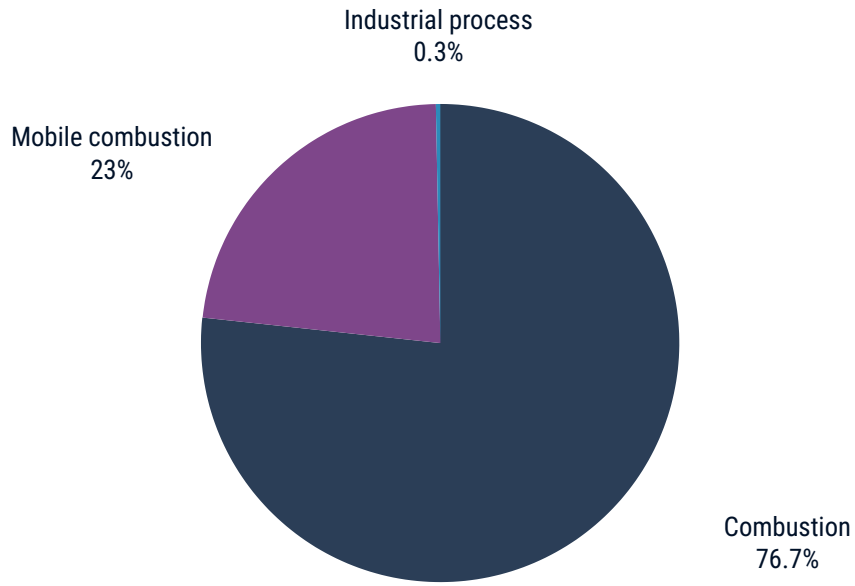
Scope	2025 emissions	% of total
Scope 1	365,1 tCO_2eq	1%
Scope 2 Location-Based	1.305,6 tCO_2eq	2%
Scope 3	59.946,1 tCO_2eq	97%
Total	61.616,8 tCO_2eq	100%

Compared with 2024, total emissions rise from 44.174,0 tCO_2eq to 61.616,8 tCO_2eq. This increase is driven mainly by Scope 3, which grows by 41% for the same set of monitored categories. Scope 1, by contrast, falls by 16%, while Scope 2 Location-Based rises by 13%, partly in relation to the increase in electricity consumption.

Scope	2024 emissions	2025 emissions	Change
Scope 1	434,2 tCO_2eq	365,1 tCO_2eq	-16%
Scope 2 Location-Based	1.150,7 tCO_2eq	1.305,6 tCO_2eq	13%
Scope 3	42.589,1 tCO_2eq	59.946,1 tCO_2eq	41%
Total	44.174,0 tCO_2eq	61.616,8 tCO_2eq	39%

The increase in the overall carbon footprint is therefore not attributable to the company's direct emissions, which are falling, but predominantly to the supply chain and to purchases of goods, services, raw materials and capital goods.

Scope 1



In 2025, Minifaber's Scope 1 emissions amounted to 365.1 tCO_2e.

The largest share was associated with stationary combustion, amounting to 280.1 tCO_2e, which accounted for 76.7% of total Scope 1 emissions. This category is mainly related to the use of boilers and, to a lesser extent, to the combustion of propane and acetylene in certain industrial processes. Mobile combustion accounted for 83.8 tCO_2e, corresponding to 23.0% of Scope 1 emissions, and was associated with company vehicles powered by fossil fuels.

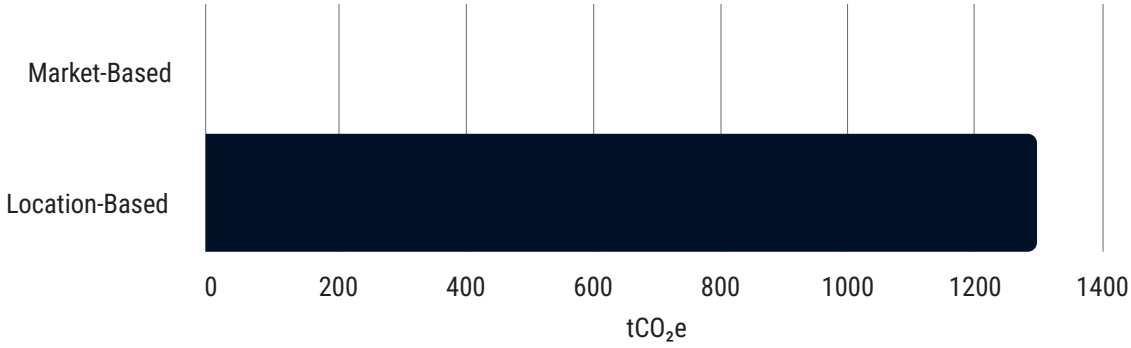
Industrial processes represented a residual share, amounting to 1.2 tCO_2e, or 0.3% of total Scope 1 emissions, mainly related to welding activities. In 2025, no fugitive emissions were recorded, unlike in 2024, when they accounted for a significant share of Scope 1 emissions.

The reduction in Scope 1 emissions compared with 2024, amounting to 69.1 tCO_2e, was mainly due to the elimination of fugitive emissions and the reduction in stationary combustion in absolute terms. Conversely, mobile combustion increased, resulting in a higher relative share of total Scope 1 emissions.

Scope 2

In 2025 Minifaber drew 5.595.188 kWh of electricity from the grid. The entire volume was covered by Guarantees of Origin and Energy Release, thereby bringing Scope 2 emissions to zero under the Market-Based approach. For reporting purposes, both approaches envisaged by the GHG Protocol were applied:

- Location-Based approach: using the average Italian grid mix, with an emission factor of 0,230 $kgCO_2e/kWh$, emissions amount to 1.305,6 tCO_2e.
- Market-Based approach: thanks to the full coverage of purchased electricity through Guarantees of Origin and Energy Release, emissions amount to 0 tCO_2e.



The Location-Based figure rises compared with 2024, linked to the increase in electricity drawn from the grid. Nevertheless, the Scope 1 + 2 emissions intensity per unit of processed raw material falls, showing an improvement in the carbon efficiency of production.

Scope 3

In 2025 Scope 3 is the main component of Minifaber's carbon footprint, at 59.946,1 tCO_2eq, equal to 97% of the total. The figure confirms that the value chain is the company's principal emissions driver.
The Scope 3 categories included in the calculation are::

- Category 3.1 – Purchased goods and services;
- Category 3.2 – Capital goods;
- Category 3.3 – Fuel and energy not included in Scope 1 and 2;
- Category 3.5 – Waste generated in operations;
- Category 3.6 – Business travel;
- Category 3.7 – Employee commuting;
- Categories 3.8 – Upstream leased assets.

Category 3.1 – Purchased goods and services remains the main Scope 3 emission source, at 53.617,7 tCO_2eq. This item includes both purchased raw materials and other operating costs, and reflects the climate impact of the supply chain, in particular of metal materials and production goods.

Scope	2025 emissions
3.1 Purchased goods and services	53.617,7 tCO_2e
3.2 Capital goods	3.613,3 tCO_2e
3.3 Fuel- and energy-related activities	464,1 tCO_2e
3.5 Waste generated in operations	2.130,3 tCO_2e
3.6 Business travel	9,4 tCO_2e
3.7 Employee commuting	110,6 tCO_2e
3.8 Upstream leased assets	0,6 tCO_2e
Total Scope 3	59.946,1 tCO_2e

Category 3.1 increases by 35,7% compared with 2024, confirming it as the main area of focus for decarbonizing the value chain. Within this category, raw materials represent a particularly significant component: low-alloy steels, galvanized low-alloy steels and chromium steels are the main material families in terms of quantities purchased and associated emissions. Emissions from capital goods, category 3.2, increase significantly in 2025, rising from 575 tCO_2eq to 3.613,3 tCO_2eq. The increase is mainly attributable to higher investment in machinery, presses, production equipment and infrastructure.

Category 3.5 – Waste amounts to 2.130,3 tCO_2eq. Emissions are mainly attributable to ferrous scrap and to the aqueous solutions arising from production processes, which together account for over 90% of the emissions associated with waste management. Although overall waste volumes are substantially stable, the changes in emissions depend on the different distribution of waste types and on the updating of the emission factors used.

Emissions associated with business travel and employee mobility amount to a combined 120,0 tCO_2eq. Commuting remains strongly dominated by car use, albeit with a slight increase in alternative modes such as bicycles, motorcycles and scooters.



Scope 3 categories not included

Some categories have not been quantified owing to data unavailability, limited estimated relevance or the need for further analysis:

- Category 3.4 – Upstream transportation and distribution: data to be integrated in subsequent reporting cycles;
- Category 3.9 – Downstream transportation and distribution: data to be integrated in subsequent reporting cycles;
- Category 3.10 – Processing of sold products: relevance to be assessed in relation to the integration of Minifaber components into customers' products;
- Category 3.11 – Use of sold products: not quantified, given the predominantly intermediate nature of the products;
- Category 3.12 – End-of-life treatment of sold products: relevance and data availability to be investigated further;
- Category 3.13 – Downstream leased assets: not applicable;
- Category 3.14 – Franchising: not applicable;
- Category 3.15 – Investments: not applicable or not significant for the scope considered.







Pollution

MINIFABER

E2-1 | Policies related to pollution

Minifaber manages the main aspects of pollution prevention and control through a set of policies and procedures integrated into its Environmental Management System, certified to ISO 14001. The approach adopted is designed to ensure regulatory compliance, prevent potential impacts on the environment and maintain continuous oversight of air emissions, water discharges, waste management and soil protection. Pollution management concerns the Seriate production site in particular and includes monitoring, preventive maintenance, operational control and staff training activities.

Air pollution prevention and control policy

The company's air pollution policy is geared towards controlling emissions from combustion processes, production activities and any diffuse emissions, including those associated with welding operations and with systems containing refrigerant gases.

The main objectives are:

- to maintain full compliance with permit and regulatory limits;
- to prevent and reduce emissions through periodic checks and preventive maintenance;
- to monitor channelled and diffuse emissions;
- to prevent leaks of fluorinated gases and correctly manage equipment containing F-gases;
- to progressively reduce the environmental risks associated with plants and production processes.

Monitoring is carried out through periodic emissions testing, plant efficiency checks and technical inspections of relevant assets. The implementation of these activities is supervised by the HSE Manager, in line with applicable environmental legislation and internal company procedures.

Water pollution prevention and control

Minifaber oversees the management of industrial, rainwater and sanitary discharges through periodic checks, maintenance of collection and treatment systems and compliance with permit requirements.

The company policy aims to:

- ensure that discharges comply with the limits set by the environmental permit;
- prevent potential contamination of surface water and groundwater;
- ensure the correct maintenance of drainage and treatment infrastructure;
- monitor discharge quality and the operation of collection systems over time.

Activities include periodic sampling, cleaning of oil separators, maintenance of drains and checks on the water and rainwater systems present at the site.

Soil pollution prevention and waste management

Minifaber applies procedures designed to prevent soil contamination and to ensure the correct management of the waste generated by its production activities. The approach is based on waste segregation, delivery to authorized operators and the valorization of recoverable fractions, in particular metal scrap.

The main objectives are:

- to reduce the risk of soil contamination
- to prevent accidental spills;
- to ensure the correct classification, separation and traceability of waste;
- to maximize, where possible, the recovery of valorizable fractions;
- to maintain periodic checks on tanks, storage areas and critical infrastructure.

The policy is communicated internally through operating procedures and training, and is extended to external operators through contractual requirements and compliance checks.

E2-2 | Pollution-related actions and resources

In 2025 Minifaber continued its pollution prevention, control and monitoring activities, in line with its ISO 14001 Environmental Management System and with applicable legislation.
The main actions concerned the periodic monitoring of air emissions, the control of water and rainwater discharges, the maintenance of water collection and treatment systems, and the inspection of tanks and critical infrastructure to prevent contamination of soil and groundwater. Control and maintenance activities also continued on systems containing fluorinated gases. In 2025 no fugitive emissions were recorded, confirming the effectiveness of the oversight and maintenance of the HVAC systems.
During the year Minifaber also carried out noise abatement works, in line with the annual objective set in the previous reporting cycle. The purpose of these works was to reduce the noise impact associated with certain production sources and to improve noise control both in the working environment and towards the surrounding area.
Finally, the company maintains emergency response procedures, containment kits and staff training activities to prevent and manage any accidental spills or pollution events.

E2-3 | Pollution-related targets

Minifaber has defined qualitative targets aimed at reducing and overseeing pollution-related impacts, with a specific focus on noise, VOCs and oil mists.

Scope	2025 emissions	% of total
Plan for reducing VOCs and oil mists	Installation of containment enclosures and technical solutions on selected machinery to limit VOC and oil mist emissions and improve indoor air quality.	2027



Water and marine resources

E3-1 | Policies related to water and marine resources

As at the reporting date, Minifaber has not adopted a formal policy dedicated exclusively to the management of water and marine resources. Water management is nevertheless overseen through operational activities of measurement, control and monitoring of water consumption and discharges.
Consumption is monitored through periodic readings of the meters installed at the site, which make it possible to record the volumes of water used and to track consumption trends over time. Marine resources are not relevant to Minifaber's business model, since the company does not carry out activities that interact directly with marine or coastal environments. No specific policies on reducing withdrawals, reusing or recycling water were formalized during the reporting period.

E3-2 | Actions and resources related to water and marine resources

In 2025 Minifaber continued to monitor its water consumption and discharges, maintaining an approach geared towards control and compliance.

The main activities concern:

- measurement of water consumption through meters;
- monitoring of discharged volumes;
- separate management of the different types of discharge;
- maintenance of collection and treatment systems;
- control of treated water and of the aqueous solutions arising from production processes.

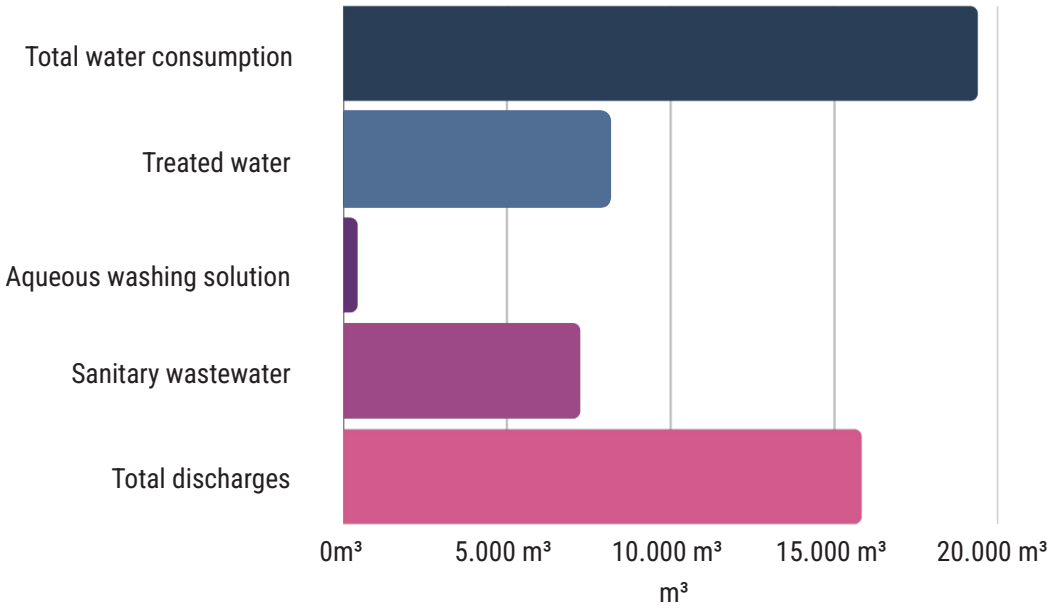
As at the reporting date, no structured systems for water recovery, reuse or recycling have been implemented. Nevertheless, the traceability of water flows allows the company to maintain oversight of consumption and to identify any future efficiency opportunities.

E3-4 | Water withdrawals, discharges and consumption

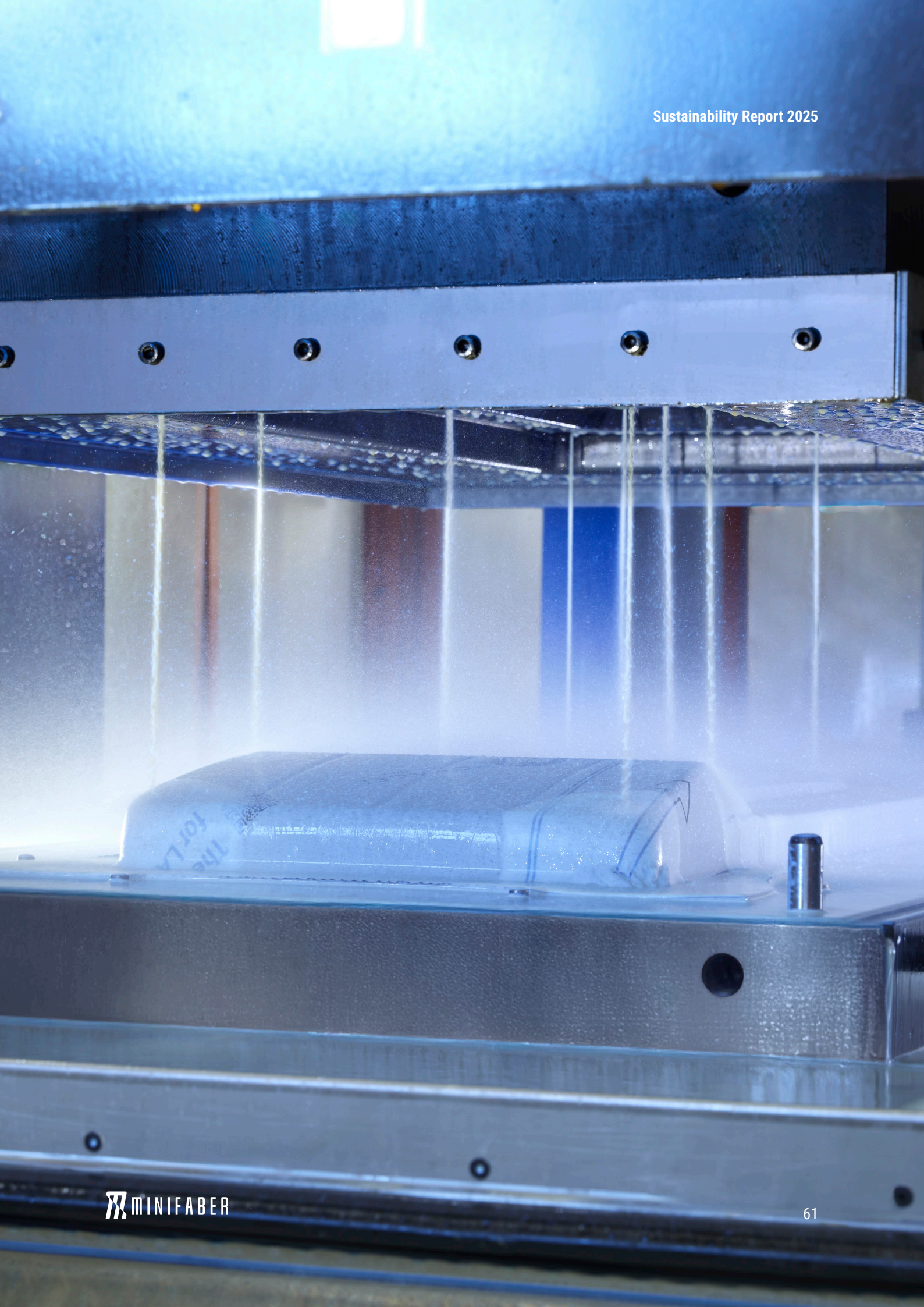
In 2025 Minifaber's total water consumption was 19.375 m³.
The overall volume of discharges is divided into three main flows:

- 8.149 m³ of treated water;
- 443 m³ of aqueous washing solution;
- 7.239 m³ of sanitary wastewater.

The total volume of reported discharges is therefore 15.831 m³.



The breakdown of discharges provides a more detailed representation of the nature of the water flows generated by the company's activities, distinguishing between treated water, solutions resulting from industrial washing processes and sanitary wastewater. Monitoring these data provides the basis for future assessments aimed at reducing consumption, reusing treated water or optimizing the management of aqueous process solutions.





Biodiversity and ecosystems

E4 Biodiversity and ecosystems

As at the reporting date, biodiversity and ecosystems are not a fully material topic for Minifaber, given the nature of the business model and the company's operating context. Minifaber's activities take place within industrial sites located in already urbanized or industrial areas and do not involve direct interaction with natural habitats, sensitive ecosystems or areas of high biodiversity value. The company does not operate sites located within or close to protected areas or key biodiversity areas.

For this reason, no specific scenarios relating to biodiversity and ecosystems were developed during the reporting period, nor were dedicated policies, operational actions or quantitative targets adopted in this area. No biodiversity offsets were used, and no ecological thresholds or land-use analyses based on Life Cycle Assessment were considered. Minifaber will continue to monitor the topic in proportion to its level of exposure, also in the light of regulatory developments and stakeholder expectations.

More in-depth assessments may be considered in future should new evidence, operational changes or additional disclosure requirements emerge along the value chain.





Circular economy and use of resources

MINIFABER

E5-1 | Policies related to resource use and the circular economy

Minifaber has adopted a resource use and waste management policy aimed at promoting efficiency in the use of materials, the correct segregation of waste and the recovery of valorizable fractions. The policy applies to the activities carried out at the Seriate production site, covering both production areas and logistics and administrative areas. Implementation is overseen by the HSE Manager, with the support of the ESG Committee for guidance and monitoring. The policy promotes:

- separate waste collection in common and production areas;
- the correct classification and segregation of waste;
- the recovery of metal scrap through authorized operators;
- the delivery of paper, cardboard, wood and packaging to dedicated recovery chains;
- the responsible management of hazardous waste;
- oversight of the traceability of outgoing flows.

Although a sustainable procurement policy has not yet been formalized, Minifaber gives preference to suppliers that comply with applicable environmental, quality and regulatory requirements. Looking ahead, the company intends to strengthen the integration of ESG criteria into supplier qualification and selection processes, with particular attention to materials traceability, recycled content and the availability of specific environmental data.



E5-2 | Actions and resources related to resource use and the circular economy

In 2025 Minifaber continued its ongoing activities of separating, managing and recovering materials, with particular reference to metal scrap, paper, cardboard, wood and other fractions that can be sent for recovery. The action concerns mainly the production and logistics areas of the Seriate site and is based on delivery to authorized operators, in compliance with current environmental legislation. Alongside its routine waste management activities, Minifaber launched or further developed a number of circular economy initiatives aimed at valorizing materials and reducing the impacts associated with Scope 3.5.

Valorization of metal scrap

Minifaber has launched an assessment process aimed at transforming specific metal scrap fractions into powders suitable for new industrial uses, including additive manufacturing, sandblasting and surface treatments. The project involves mapping the scrap, selecting the alloys, carrying out chemical analysis and verifying the suitability of the materials for atomization processes. Initial assessments showed good quality and uniformity across several alloy families, including copper, brass and stainless steels.

Management of aqueous solutions

The aqueous solutions arising from production processes represent one of the most significant flows in terms of the emissions associated with waste management. For this reason, Minifaber is assessing dedicated treatment solutions, including vacuum evaporation, aimed at reducing the volumes to be disposed of, recovering water and reducing the related environmental impacts.

Recovery of PPE, uniforms and cigarette butts

Minifaber also intends to assess initiatives for recovering operational and similar waste, including PPE, work uniforms, safety footwear and cigarette butts. These initiatives aim to reduce the amount sent for disposal, recover materials and involve employees in more visible and measurable sustainability practices.

E5-3 | Targets related to resource use and the circular economy

Objective	Description	Time horizon
Launch of a recycling process for plastic production packaging	Activation of a structured system for collecting and recycling plastic packaging generated in production, through dedicated collection points and certified recovery channels.	2026
Project to valorize metal scrap	Implementation of a project to valorize specific fractions of metal scrap through advanced recycling or higher-value transformation processes.	2027
Recovery of work uniforms, safety footwear and PPE	Introduction of a system for collecting, sorting and sending for recovery end-of-life work clothing and personal protective equipment, reducing the amount sent for disposal.	2027
Recovery of cigarette butts	Implementation of a programme dedicated to the collection and recovery of cigarette butts through the installation of collection devices in smoking areas.	2027
Life Cycle Assessment (LCA) of two main products	Completion of full LCA studies on two key products, including data collection, modelling and reporting of the environmental footprint across the entire life cycle.	2027

E5-4 | Incoming resource flows

Minifaber's operations are based predominantly on the use of technical metal materials, in particular steels used in machining, pressing and metal component production processes. In 2025 steels continue to represent the main share of incoming materials and one of the principal emission drivers associated with category Scope 3.1 – Purchased goods and services.

Analysis of purchased materials shows the predominance of three main families:

- low-alloy steel, which accounts for approximately 39% of the total mass of metals purchased and approximately 37% of the emissions associated with the main raw materials;
- galvanized low-alloy steel, equal to approximately 33% of the mass and 34% of emissions;
- chromium steel, which accounts for approximately 9% of the mass but approximately 22% of emissions, confirming a higher carbon intensity than the other main material families

The use of recycled materials helps reduce the emissions impact associated with purchased materials.

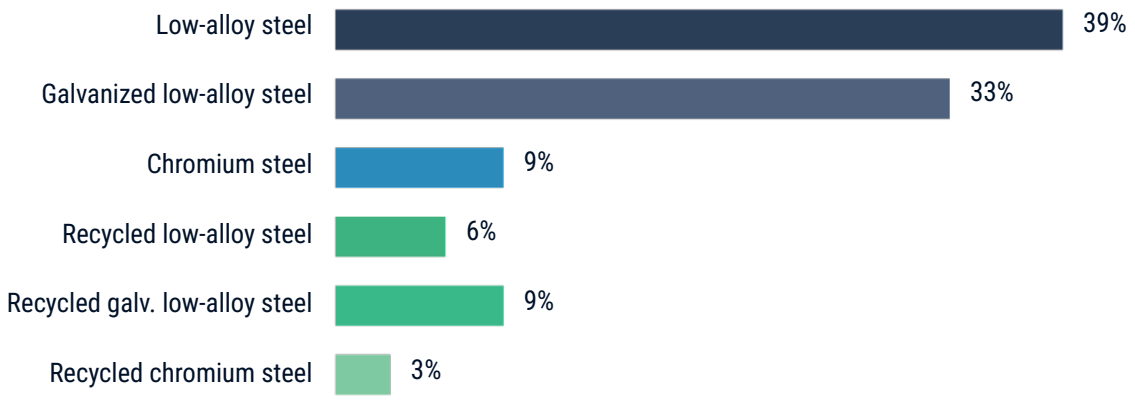
In particular:

- recycled low-alloy steel accounts for approximately 6% of the total mass and 3% of emissions;
- recycled zinc-coated low-alloy steel accounts for approximately 9% of the total mass and 4% of emissions;
- recycled chromium-alloy steel accounts for approximately 3% of the total mass and 1% of emissions.

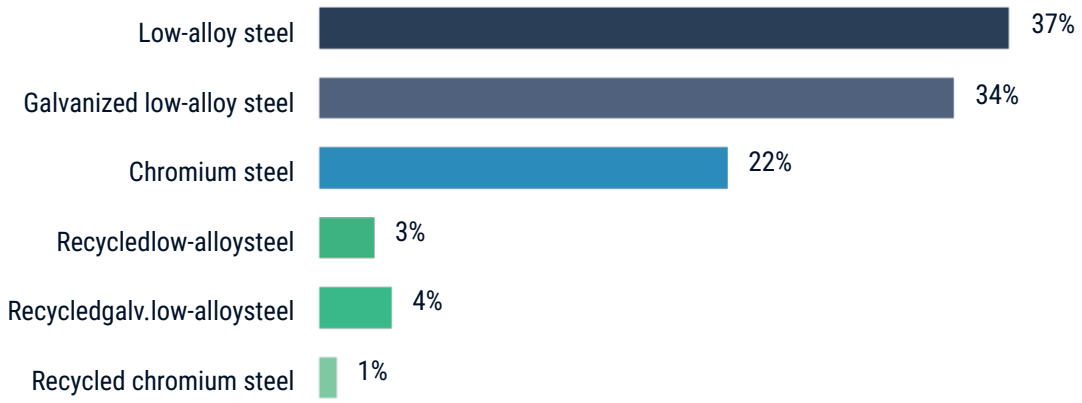
These data highlight the potential climate benefit of increasing the recycled content of purchased raw materials, since recycled materials have lower emission factors than their virgin equivalents. In addition to steels, incoming flows include other metal materials, auxiliary chemicals, packaging materials, production goods and capital goods. As at the reporting date, no critical raw materials or rare earths are used, nor any biological materials or biofuels for non-energy purposes..

Incoming materials 2025

Distribution by mass (%)



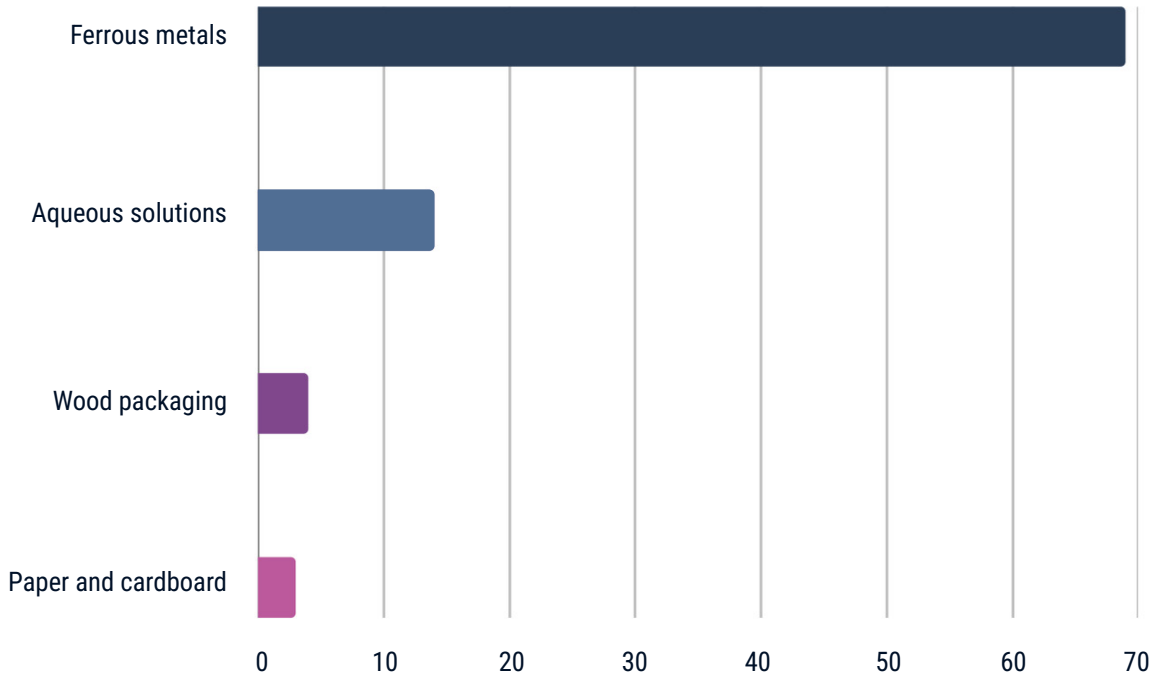
Distribution by emissions (%)



E5-5 | Outgoing resource flows

In 2025 Minifaber generated approximately 3.211 tonnes of waste in total, slightly down on 2024, when overall volumes amounted to approximately 3.316 tonnes. The reduction is approximately-3,2%. Outgoing flows are consistent with the company's business model, based on the machining and transformation of metal components. The predominant share of the waste produced consists of metal fractions, in particular iron and steels, followed by aqueous solutions arising from production processes and by packaging materials. In terms of mass, the main 2025 waste fractions are:

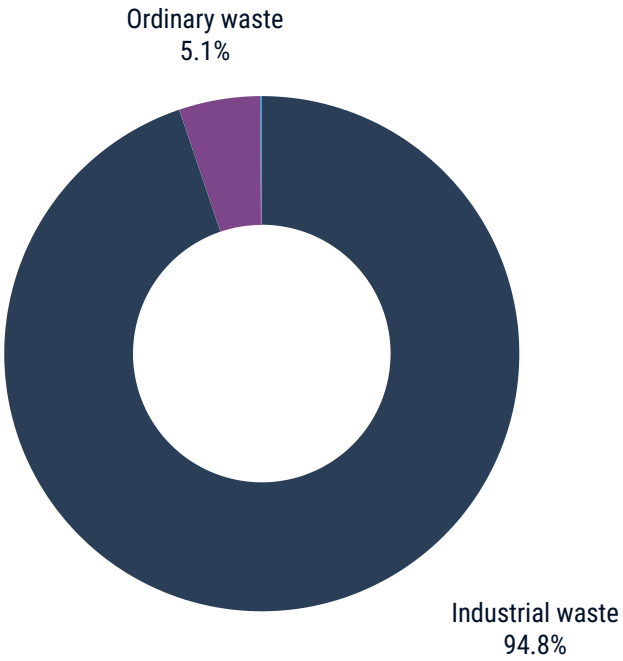
- iron, equal to approximately 69% of the total;
- aqueous solutions, equal to approximately 14%;
- wood packaging, equal to approximately 4%;
- paper and cardboard, equal to approximately 3%;
- iron/steel, equal to approximately 2%;
- mixed packaging, equal to approximately 2%;
- further minor fractions, including copper, brass, aluminium, sludge, emulsions, oils, filter materials and other process-specific waste.



In emissions terms, the emissions associated with category Scope 3.5 – Waste amount to 2.130,3 tCO_2eq. These emissions are attributable predominantly to industrial waste, which accounts for approximately 94,8% of the category's total emissions. Ordinary waste contributes approximately 5,1%, while a residual share of approximately 0,1% is associated with water consumption and treatment. Industrial waste is dominated by two main flows:

- iron, equal to approximately 49% of the emissions associated with waste;
- aqueous solutions, equal to approximately 43% of emissions.

Together these two flows account for over 90% of the emissions linked to waste management, confirming the strategic relevance of the initiatives to valorize metal scrap and optimize the treatment of aqueous solutions. Overall, the 2025 data confirm that the management of outgoing flows is an important lever for Minifaber's circular economy. Reducing the volumes to be disposed of, recovering metal materials and valorizing scrap can contribute both to reducing environmental impacts and to generating new operational and economic opportunities.





Workforce

S1-1 | Policies related to the workforce

Minifaber safeguards its workforce through a system of internal rules and instruments that includes the Company Regulations, the Code of Ethics, the Organization, Management and Control Model pursuant to Italian Legislative Decree 231/2001 and the whistleblowing system.
These reference documents define the principles of conduct applicable to employment relationships and place respect for the individual, human rights, health and safety at their centre.The company's policies are consistent with the main international labour and human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.The Code of Ethics expressly prohibits human trafficking, forced or compulsory labour and child labour. On inclusion, Minifaber pursues the elimination of all forms of discrimination based, among other things, on racial or ethnic origin, skin colour, sex, sexual orientation, gender identity, disability, age, religion, political opinions, national or social origin and other personal characteristics.Responsibility for ensuring equal treatment and equal opportunities rests with top management and is supported by procedures disseminated company-wide, training on non-discrimination and confidential channels for reporting any concerns. Recruitment, onboarding, training and development processes are based on qualifications, skills and experience.The company keeps information on recruitment, training and promotions up to date and verifies that role requirements do not create systematic disadvantages for specific groups. Skills development programmes accessible to the company population are also promoted.
On health and safety, policies include accident prevention measures, targeted health surveillance for certain production roles and a specific Risk Assessment Document for pregnant workers and new mothers. Where necessary, physical environments are adapted to protect the health and safety of people with disabilities, whether workers, customers or visitors. Relevant policies and communications are made available by e-mail and through the company digital noticeboard, accessible to all employees. No substantial changes to the policy framework were reported during the reporting period.

S1-2 | Engaging the workforce and its representatives

Dialogue with the workforce is integrated into people management processes and into decisions that may have present or future effects on workers. The main counterparts are the trade union representatives and the Workers' Safety Representatives (RLS). Their involvement takes place in particular in the context of negotiating the three-year supplementary agreement and on specific topics addressed during the year. The Human Resources function, under the responsibility of the HR Manager, coordinates listening processes and ensures that the outcomes of dialogue are taken into account in workforce policies and decisions. Individual monitoring interviews are also held every six months for office staff. The effectiveness of engagement is assessed through satisfaction surveys and individual meetings. To encourage the participation of people in more vulnerable conditions, Minifaber provides confidential and anonymous channels, accessible communications and, where necessary, multilingual tools. The evidence gathered is used to guide inclusive policies, identify any bias and respond to the specific needs of women, migrant workers and people with disabilities.

S1-3 | Reporting and complaint handling mechanisms

Minifaber has a whistleblowing platform accessible from the company website to both internal users and external stakeholders. The channel allows reports to be submitted anonymously and is the main instrument for reporting conduct, breaches or irregularities relating to the Code of Ethics, the 231 Model or applicable legislation. The system is governed by a formalized procedure and managed in accordance with the principles of confidentiality, impartiality, protection of the reporting person's identity, personal data protection and prohibition of retaliation, in line with Italian Legislative Decree 24/2023. Reports undergo a preliminary admissibility assessment and, where necessary, investigation and verification. Where they prove well founded, the company takes corrective or disciplinary action and assesses any measures to improve processes and internal controls. An external Supervisory Body monitors the correct functioning of the system and ensures an independent assessment of reports within its remit. Awareness of the channels is promoted through internal communications, publication of the procedure on company information systems and dedicated training on the 231 Model, the Code of Ethics and whistleblowing.
The formal channels are complemented by meetings with HR and, since 2021, by a free listening service available to all employees. In 2025 one report was received through the whistleblowing channel; the case was handled in accordance with the company procedure and resolved.

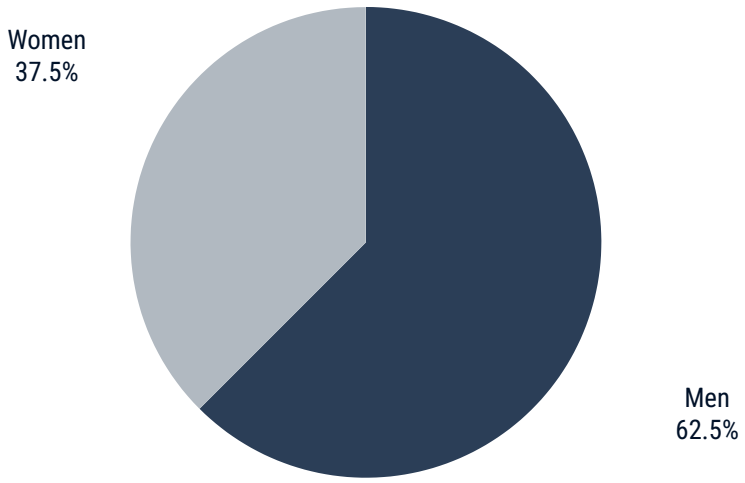
S1-4 | Workforce actions

During 2025 Minifaber continued its initiatives for the protection, well-being and development of its people, keeping active the main welfare and listening instruments introduced in previous years. The actions carried out include the services made available to employees, such as the listening and counselling service and support from a nutritionist and a physiotherapist, aimed at fostering physical and mental well-being and improving the quality of working life. The channels for reporting conduct not compliant with the Code of Ethics, the 231 Organizational Model and applicable legislation also remained operational. The whistleblowing platform allows reports to be submitted, including anonymously, by both employees and external stakeholders, guaranteeing confidentiality and protection from any retaliation. In 2025, by contrast, no training activities specifically dedicated to ESG and sustainability topics were delivered. The company has therefore rescheduled the launch of sustainability training to 2026, with the aim of progressively raising employees' awareness of the environmental, social and governance impacts associated with the company's activities. With regard to diversity and inclusion, no specific company plan had yet been formalized during the reporting period. Its preparation has been assigned to the HR function, with the aim of completing and approving the Diversity and Inclusion Plan by December 2026. During 2025 Minifaber also carried out an analysis of the gender pay gap, aimed at assessing any pay differences between men and women and identifying possible areas for improvement. The analysis is the starting point for the progressive integration of pay equity criteria into human resources management and development processes.

S1-5 | Workforce targets

Objective	Progress status as at 2025	Updated time horizon
Sustainability training for employees	In 2025 no training activities specifically dedicated to sustainability and ESG topics were delivered.	Training to start in 2026, with progressive involvement of the company population.
Diversity and Inclusion Plan	The Plan was not formalized during 2025. Its preparation has been assigned to the HR function.	Preparation, approval and launch of the Plan by December 2026.
Employee engagement survey	In 2025 no structured, periodic survey on workforce engagement was carried out.	Engagement questionnaire to start in 2026, then repeated every two years.
Gender pay gap analysis	The gender pay gap analysis was completed in 2025, making it possible to examine the distribution of pay and any differences between men and women.	Assessment and integration of the findings into HR processes from 2026, with periodic updating of the analysis.

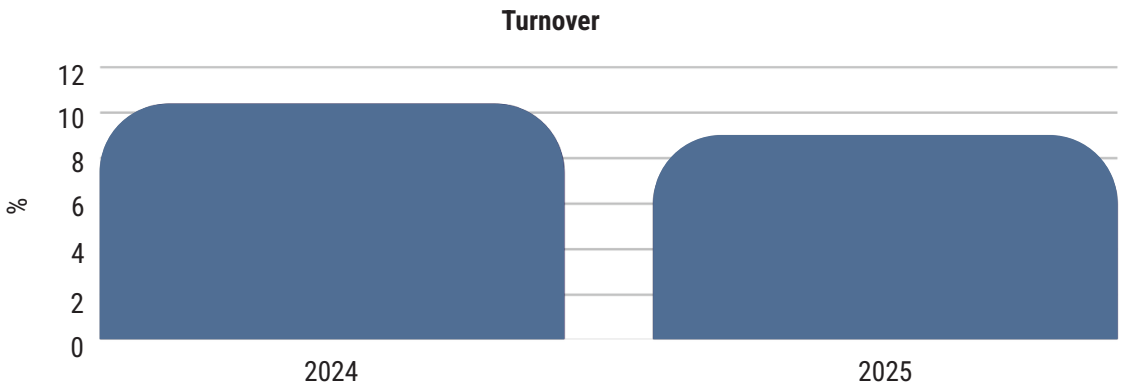
S1-6 and S1-7 | Workforce composition



At the close of the reporting period, Minifaber has 392 employees, calculated on a headcount basis using HR records updated to the last day of the financial year. The company population consists of 245 men, equal to 62,5% of the total, and 147 women, equal to 37,5%. Employees on permanent contracts number 292, equal to 74,5% of the workforce: 186 men and 106 women. Employees on temporary contracts number 100, equal to 25,5%: 59 men and 41 women.

Indicator	Men	Women	Total
Employees	245	147	392
Contract permanent	186	106	292
Contract temporary	59	41	100

Alongside its employees, Minifaber makes use of non-employee workers, in particular professionals engaged for training activities and services, workers supplied by agencies and staff from external firms responsible for machinery maintenance. During 2025, 29 employees left the company. The turnover rate in 2025 was 9% and was calculated as the ratio between the number of employees who left during the year and the average headcount for the period.

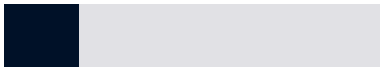


S1-8 | Coverage of collective bargaining and social dialogue

100% of Minifaber's employees are covered by the applicable collective bargaining agreement. Taking the end-of-period headcount, coverage therefore extends to 392 workers. This arrangement ensures employment conditions consistent with the Italian legal and contractual framework and guarantees uniform protection in terms of rights, pay and social protection. Worker representation is ensured through trade unions and elected representatives, who are involved in negotiations and in dialogue with management on specific decisions.

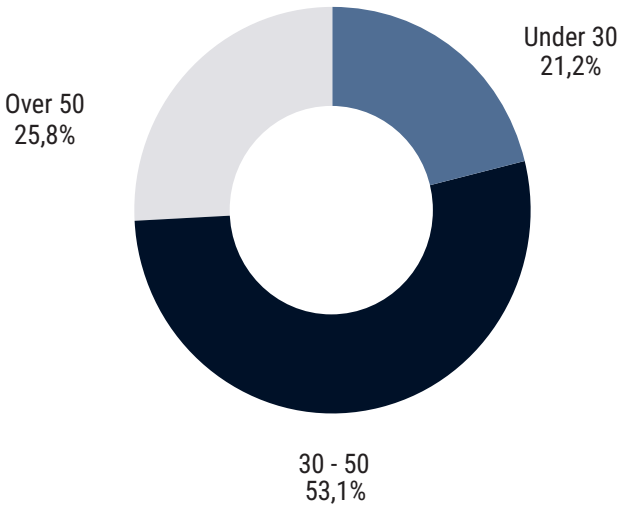
S1-9 | Diversity metrics

The age distribution shows a predominance of the 30-to-50 bracket, which includes 208 employees, equal to 53,1% of the company population. Employees under 30 number 83, equal to 21,2%, while those over 50 number 101, equal to 25,8%. Top management, defined in line with the ESRS as all positions up to two levels below the administrative and supervisory bodies, consists of 17 people: 3 women and 14 men. Female representation in senior positions is therefore 17,6%, while male representation is 82,4%.



17,6% of women in managerial positions

Age composition of the workforce



S1-10 | Adequacy of wages

Minifaber guarantees all employees adequate pay that complies with the minimum levels set by legislation and by the applicable collective bargaining agreement. There are no employees paid below the thresholds considered adequate. Full coverage of the company population by collective agreements helps ensure pay conditions consistent with the sector and local context in which the company operates.

S1-11 | Social protection

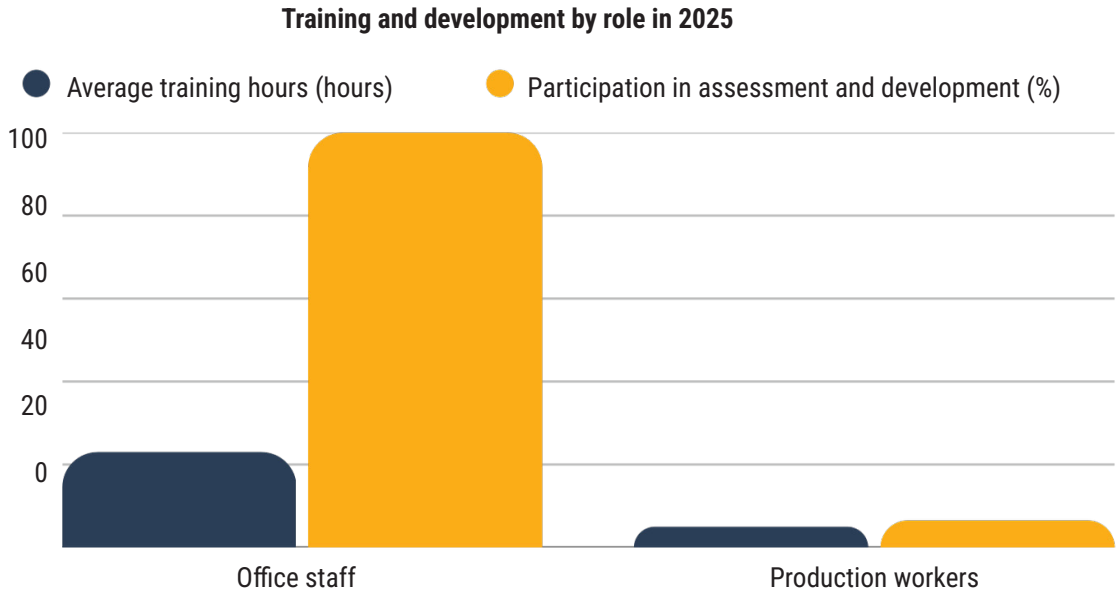
All employees are covered by social protection systems that ensure income protection in the event of sickness, unemployment, work-related injury and disability, parental leave and retirement. No coverage gaps were identified for the company population.

S1-12 | People with disabilities

In 2025 people with disabilities account for 11% of employees overall. The figure covers only people with permanent disabilities. The breakdown by gender is not reported, since the values held in the data collection system are inconsistent with one another and require verification.

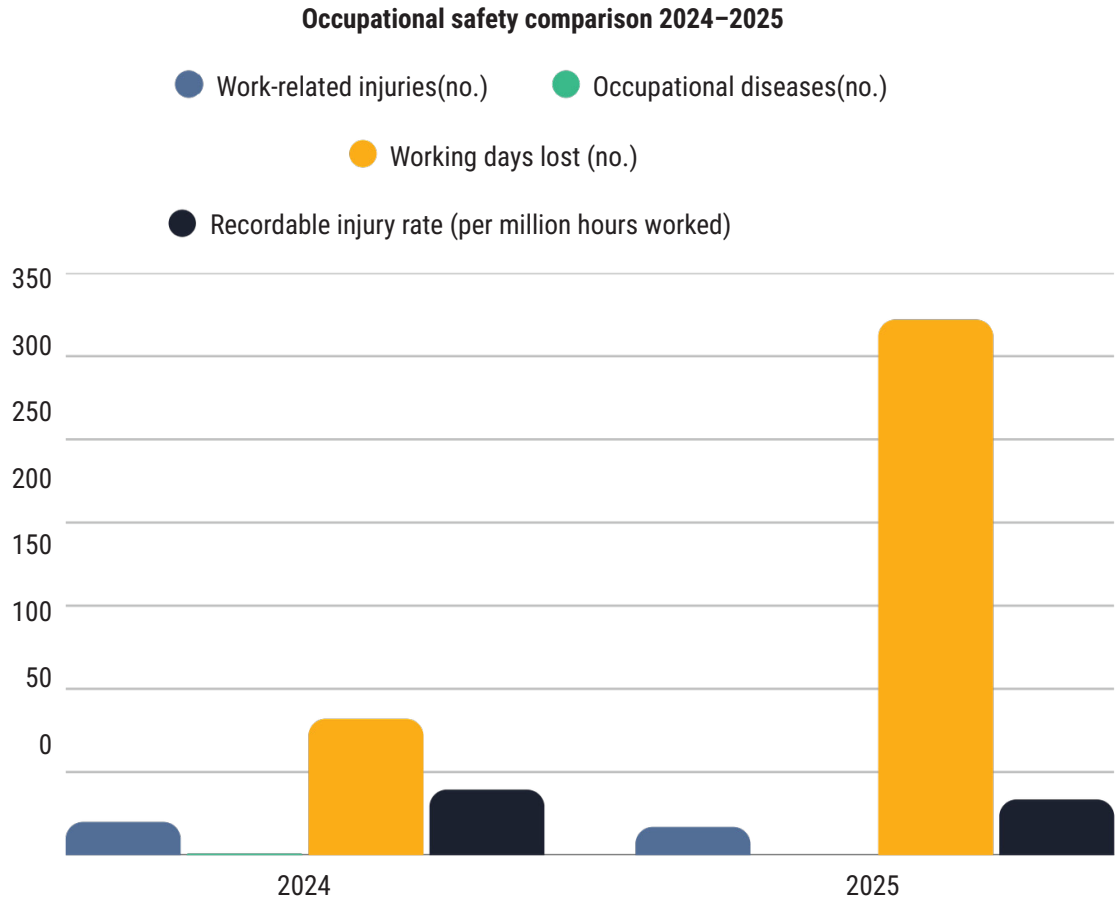
S1-13 | Training and skills development metrics

Minifaber invests in professional development and skills updating, with pathways differentiated by role. In 2025 the average number of training hours was 23 hours for office staff and 5 hours for production workers. 100% of office staff took part in periodic performance assessment and professional development processes, while for production workers the figure is 6,5%. Training activities covered, among other things, health and safety, inclusion and diversity, well-being and technical skills. In 2025, by contrast, no training pathways specifically dedicated to ESG and sustainability topics were delivered.



S1-14 | Health and safety metrics

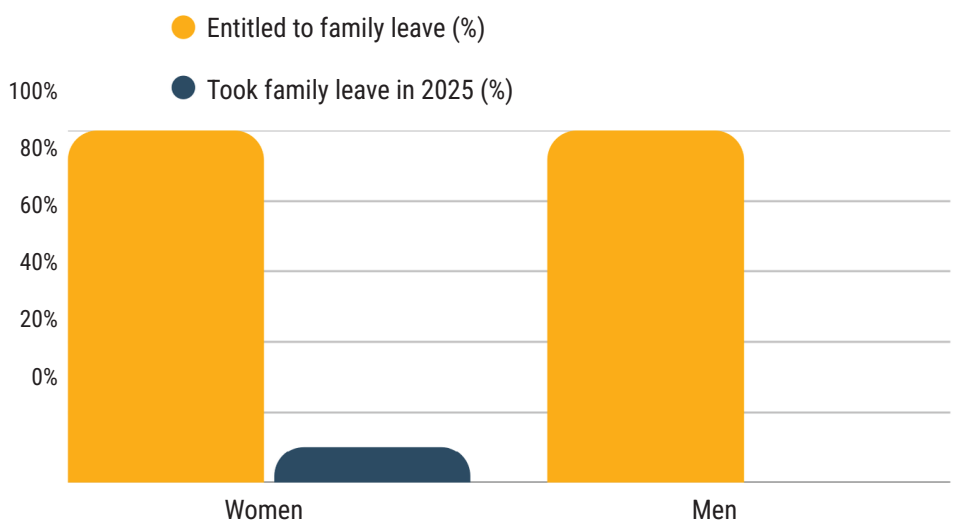
During the reporting period there were no fatalities from work-related injuries or occupational diseases, either among employees or among other workers present at company sites. 17 work-related injuries were recorded and no cases of occupational disease among employees.
Working days lost due to work-related injuries and health problems numbered 322. Against 592.126 hours worked, the recordable injury rate was 28,7 per million hours worked. 100% of the workforce concerned is covered by a health and safety management system compliant with current legislation.



S1-15 | Work-Life Balance Metrics

100% of employees, both men and women, are entitled to take the family leave provided for by applicable legislation and collective bargaining agreements. In 2025, 10.2% of eligible women actually took family leave, while no eligible men took such leave during the reporting period.

Family leave: entitlement and take-up in 2025



S1-16 | Pay metrics and gender pay gap analysis

In 2025 Minifaber completed a specific analysis of the gender pay gap, with the aim of strengthening its oversight of pay equity and progressively anticipating the requirements of European pay transparency legislation.
The analysis was carried out on 2025 pay and covered the employees included in the study, numbering 289 people, of whom 38% women and 62% men. For comparability, the pay of part-time employees was rescaled to full-time equivalent. The assessment considered both the comparison at equal job title and the comparison by job cluster, taking into account gender-neutral factors such as experience within the company and average performance.

The analysis shows an overall pay gap on fixed pay of 18,2% at the mean and 14,4% at the median. However, considering the comparison at equal job title and job cluster, the adjusted gap is significantly smaller, at 2,1% and 3,6% respectively. With regard to variable pay, the mean gap recorded is 28,5%, while the median gap is 0%. The take-up of the target variable component is uniform across genders, covering 100% of the women and 100% of the men included in the analysis.

Gap adjusted for equal role and characteristics considered

vs 18,2% overall gap



Objective	Result
Employees included in the analysis	289
Women	38%
Men	62%
Overall mean fixed pay gap	18,20%
Overall median fixed pay gap	14,40%
Adjusted gap at equal job title	2,10%
Adjusted gap at equal job cluster	3,60%
Mean gap on variable pay	28,50%
Median gap on variable pay	0%

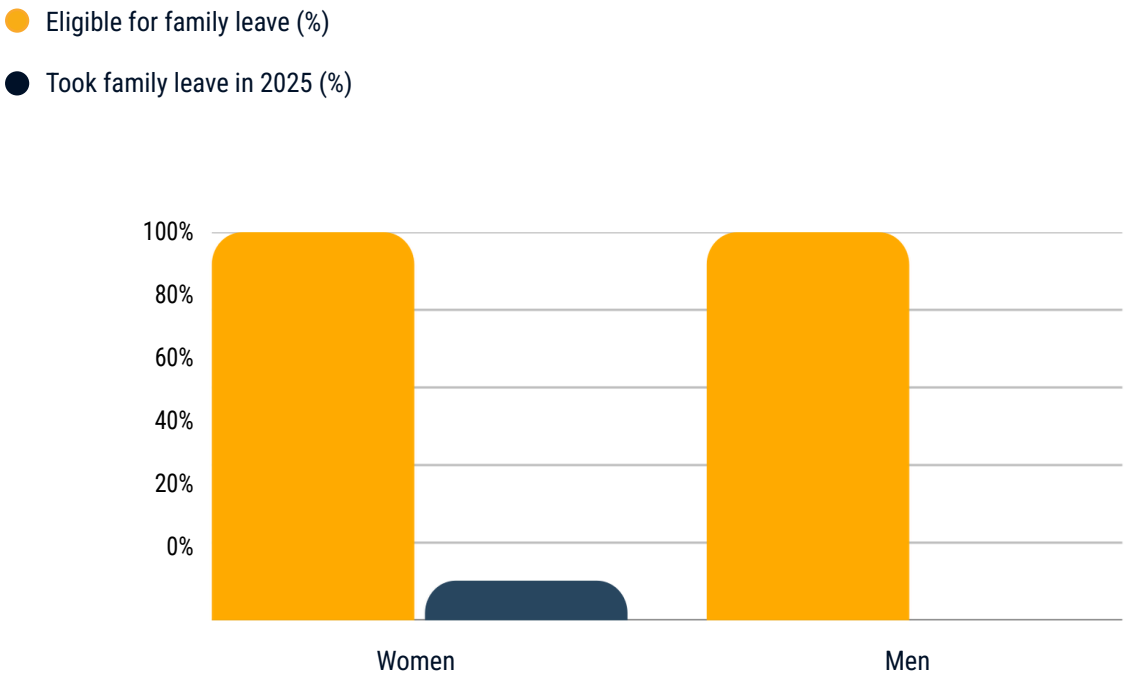
The analysis also showed that the gender distribution is not uniform across all organizational and pay levels: male presence is higher in the upper pay quartiles, while female presence is more concentrated in the intermediate and lower levels. This confirms that pay equity concerns not only the pay comparison at equal role, but also the distribution of women and men across the different levels of responsibility, complexity and grading.

Following the analysis, Minifaber intends to continue its path of monitoring and improving pay equity through:

- periodic monitoring of the gender pay gap;
- analysis of any differences not explained by gender-neutral factors;
- progressive integration of the results into pay policies;
- attention to the gender distribution across the different roles, positions and organizational levels;
- definition of any corrective actions within future pay review cycles.

This work is a first step towards a more structured management of pay equity and is linked to the company's objectives of strengthening its diversity, inclusion and pay equity policies.

Family leave: eligibility and uptake in 2025





Workers in the value chain

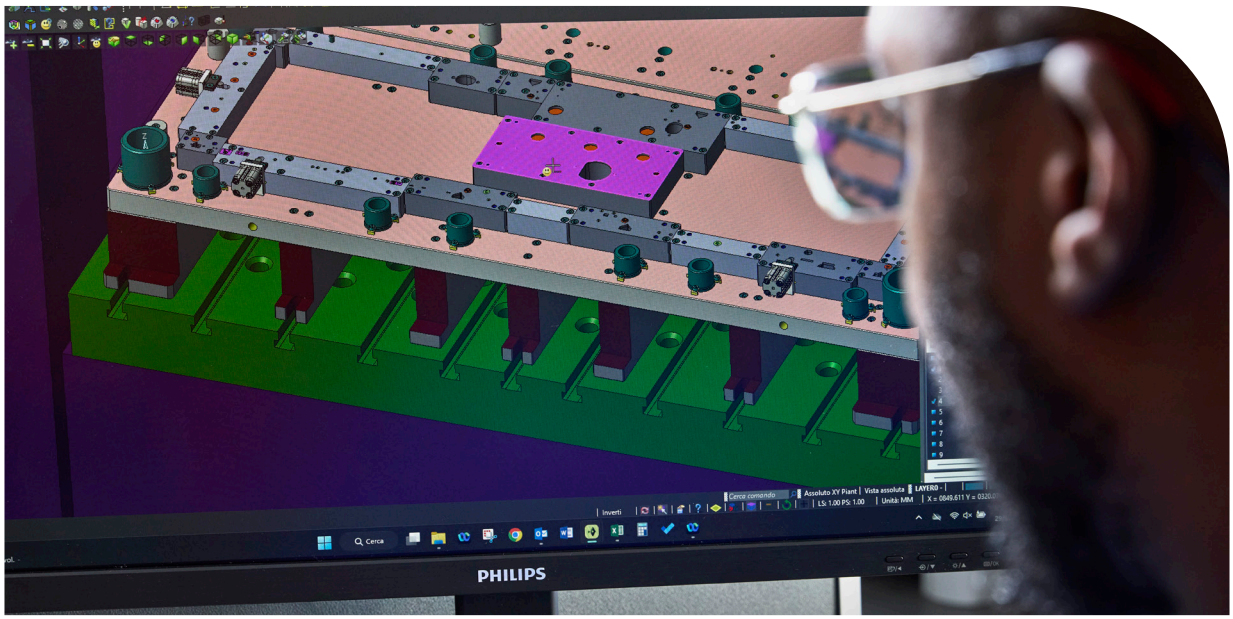
S2-1 | Policies relating to workers in the value chain

As at the reporting date, Minifaber has not yet adopted a stand-alone, formalized policy specifically dedicated to workers employed along its value chain. Nevertheless, the company already oversees certain social aspects through its supplier qualification, selection and monitoring processes, incorporating minimum requirements of social responsibility and regulatory compliance..

In particular, Minifaber requires its suppliers to respect the fundamental principles concerning:

- prohibition of child labour;
- prohibition of forced or compulsory labour;
- action against human trafficking;
- protection of workers' health and safety;
- compliance with applicable labour, environmental and human rights legislation.

These requirements are consistent with the principles of the International Labour Organization (ILO) and reflect the company's commitment to promoting responsible practices along the supply chain, with particular reference to suppliers of raw materials, external processing, surface treatments and industrial services. During 2025, also in the light of the double materiality analysis and of the growing weight of the supply chain in the company's overall ESG profile, Minifaber began a more structured reflection on the opportunity to strengthen the social requirements applied to suppliers. This path will be developed progressively through the definition of dedicated instruments, including a Supplier Code of Conduct.



S2-4 | Actions relating to workers in the value chain

Minifaber currently applies basic safeguards for managing potential impacts on workers in the value chain through:

- supplier qualification and selection processes;
- documentary monitoring of the main suppliers;
- verification of compliance with applicable regulatory requirements;
- maintaining relationships predominantly with suppliers located in Italy and the European Union, contexts characterized by advanced regulatory frameworks on labour, health and safety and the protection of human rights.

These practices allow the company to reduce its exposure to significant social risks along the supply chain and represent a first level of oversight, above all for the supply categories most relevant to the business. In 2025 Minifaber also strengthened its focus on the supply chain as part of its sustainability and decarbonization path, recognizing the central role of suppliers not only environmentally, but also in terms of quality, traceability, compliance and social responsibility. As at the reporting date, these activities do not yet constitute a structured social due diligence system or a specific action plan dedicated to workers in the value chain. They nevertheless provide the basis for a path of progressive formalization, which the company intends to develop in the coming reporting cycles.



S2-5 | Objectives relating to workers in the value chain

Given the importance of the supply chain to Minifaber's business model and to the company's overall ESG profile, Minifaber has defined a priority objective aimed at strengthening the management of social issues along the supply chain. The objective consists in the formalization of a Supplier Code of Conduct, applicable to supply chain partners and intended to define common minimum requirements on labour rights, working conditions, health and safety, the environment, ethics and regulatory compliance.

Objective	Description	Time horizon
Supplier Code of Conduct	Define a Supplier Code of Conduct setting minimum requirements on labour rights, working conditions, health and safety, the environment, ethics, human rights and regulatory compliance, applicable to the entire supply chain.	2026

Defining the Code of Conduct will be a key step in making the oversight of social risks along the value chain more structured and consistent. This instrument will also be able to support supplier qualification and onboarding processes, documentary monitoring and the progressive integration of ESG criteria into purchasing processes.



Affected communities

S3 | Affected communities

In 2025 the topic of affected communities is not material for Minifaber, since the company's activities take place at existing industrial sites and no significant issues or structured conflicts with the local area have emerged. Even in the absence of significant impacts, Minifaber recognizes the importance of maintaining an attentive and responsible relationship with the local context, including in relation to potential aspects such as noise or other limited operational impacts. For this reason, the company intends to progressively strengthen its channels for listening to and engaging with local communities, in line with the evolution of the ESRS S3 requirements.

S3-5 | Objectives relating to affected communities

Objective (Target)	Description	Time horizon
Local communities policy	Approval and implementation of a policy dedicated to local communities, setting out principles, responsibilities and arrangements for managing local impacts (e.g. noise), as well as channels for dialogue and reporting with the communities concerned.	2026



Consumers and end users

S4-1 | Consumer and end-user policies

In 2025 the topic of consumers and end users was identified as material for Minifaber, with particular reference to the safety, compliance and quality of the products supplied to customers. Although it operates mainly in a B2B context, the company manufactures components that may be incorporated into finished products destined for regulated sectors, safety applications or areas subject to specific requirements, such as food-contact materials. Minifaber protects consumers and end users through established company policies, in particular the Code of Ethics and the Quality Policy certified to UNI EN ISO 9001:2015.

Code of Ethics

The Code of Ethics sets out the principles of fairness, transparency, integrity and regulatory compliance that guide relationships with customers, partners, suppliers and other stakeholders. In this context, Minifaber undertakes to ensure that the products it manufactures and places into the value chain comply with applicable requirements and do not entail risks to the health, safety or integrity of end users. The Code of Ethics applies to the entire organization, including employees, management, external collaborators and suppliers, and accompanies the various stages of the product life cycle: from procurement to production and delivery to the customer.

Quality Policy

The Quality Policy, certified to UNI EN ISO 9001:2015, is the company's principal safeguard for ensuring product compliance, the stability of production processes and customer satisfaction. Minifaber's quality system is based on process controls, internal audits, non-conformity management, corrective and preventive actions, monitoring of supplier performance and the collection of customer feedback. These instruments make it possible to prevent defects, strengthen traceability and ensure compliance with applicable technical and regulatory requirements.

S4-4 | Actions on consumers and end users

Minifaber has implemented structured actions to prevent and mitigate potential negative impacts on consumers and end users, with particular attention to product quality, safety, traceability and regulatory compliance.
One of the main actions is the annual programme of customer audits, designed to verify product compliance, process robustness, traceability and compliance with applicable regulatory requirements.
The audits involve all departments and processes included in customers' audit scopes, including production, quality, logistics, purchasing, maintenance and tooling. The activity concerns key OEM customers in particular, whose finished products incorporate components manufactured by Minifaber, with specific attention to regulated and safety-critical applications and to food-contact materials.
All findings arising from the audits are recorded in the internal system Io.04.002 and managed through corrective and preventive actions. This process makes it possible to strengthen product quality and safety, improve regulatory compliance, reduce the risk of defects, complaints and recalls, and increase the confidence of customers and end users.
During the reporting period, customer audits generated a total of 155 actions, of which 137 closed and 18 still open at year end. The actions were prioritized according to their relevance to product compliance and to the safety of consumers and end users. During the year no product recalls with impacts on consumers were recorded.



S4-5 | Consumer and end-user objectives

Minifaber recognizes customers' growing attention to the transparency of product information, the traceability of materials and the use of lower-impact materials. In response to these expectations, the company confirms its objective of improving the traceability of recycled content in products destined for key customers

Objective	Description	Time horizon
Traceability of recycled content for key customers	Implementation of a system to measure and communicate the percentage of recycled materials used in products destined for main customers, in response to growing demands for transparency, sustainability and product reporting.	2027

This objective will make it possible to strengthen transparency towards customers, improve the quality of product information and support the company's alignment with the principles of the circular economy and value chain sustainability.



Business Conduct

MINIFABER

G1-1 | Business conduct policies

Minifaber confirms its commitment to promoting business conduct based on legality, integrity, fairness and transparency. The company's governance system is based on policies, organizational instruments and control safeguards designed to prevent non-compliant conduct, protect the integrity of the organization and strengthen confidence in relationships with employees, customers, suppliers and partners. These instruments are consistent with Minifaber's business model, which operates as an industrial subcontractor within complex B2B supply chains, where reliability, compliance and fairness are fundamental elements of the commercial relationship..

The main business conduct policies and instruments are described below.

- **Code of Ethics and 231 Model**
  The Code of Ethics, integrated into the Organization, Management and Control Model pursuant to Italian Legislative Decree 231/2001, sets out the principles, values and rules of conduct that must guide the actions of employees, collaborators, management and business partners. The document promotes compliance with applicable legislation, the protection of rights, transparency in internal and external relationships, individual accountability and action against unlawful conduct or conduct contrary to company principles..

- **Whistleblowing system**
  Minifaber has implemented a reporting system that allows any unlawful conduct or breaches of the Code of Ethics, the 231 Model or other internal and regulatory provisions to be reported, including anonymously. The system guarantees the confidentiality of information, the protection of the reporting person and accessibility for external parties as well, through a dedicated platform available on the company website. The management and supervision of reports are entrusted to the Supervisory Body.

- **Supervision and responsibility**
  The Supervisory Body oversees the functioning of the 231 Model and monitors the effectiveness of the main business conduct instruments. Its responsibilities include verifying compliance with the established rules, analysing any reports received and supporting the updating of the Code of Ethics and the 231 Model in line with regulatory, organizational and operational developments within the company.

G1-2 | Supplier relationship management

Minifaber has established policies, procedures and instruments for managing supplier relationships, with the aim of ensuring operational continuity, quality of supplies, supply chain reliability and fairness in commercial relationships. In particular, the company has adopted a formalized process for analysing the risk of supply chain disruption, integrated into procurement activities and designed to prevent potential negative impacts on production.

Supplier assessment considers a number of elements, including: financial soundness; the level of mutual dependence in terms of turnover; sector risk; the availability of alternative suppliers already qualified or that can be activated; third-party certifications; punctuality and delivery times; quality of supplies; the duration and stability of the relationship; and the ability to adapt to Minifaber's technical and operational requirements.

Responsibility for implementing and monitoring the process rests with the Purchasing Manager. To support the management of supply relationships, Minifaber uses contractual documents, technical specifications and operational requirements that clearly define supply conditions, quality standards, confidentiality obligations, operating arrangements and the responsibilities of the parties.

These instruments help strengthen transparency, traceability and reliability along the supply chain. As at the reporting date, the existing safeguards are already operational and adequate for the company's business model; no further adoption timescales are therefore envisaged for general policies on supplier relationships.



G1 - Future objectives and commitments

As part of the progressive strengthening of its governance system, Minifaber confirms its objective of developing a Sustainability Governance Framework by 2026, aimed at formalizing in a more structured way the roles, responsibilities, decision-making processes and information flows relating to ESG.
The framework will aim to clarify the responsibilities of the functions involved, strengthen internal coordination, support the identification and management of ESG risks and define the arrangements for oversight by senior governing bodies. This path will allow greater integration of sustainability topics into company processes and into the decision-making system.
In parallel, Minifaber plans to introduce an annual report dedicated to Business conduct and ethical risks, intended to collect systematically the information relating to the application of the Code of Ethics, the functioning of the whistleblowing system, risk management pursuant to Italian Legislative Decree 231/2001 and any cases handled during the reference period.
This instrument will make it possible to strengthen internal transparency, improve the monitoring of conduct risks and support the continuous updating of the company's governance system.

Objective	Description	Time horizon
Sustainability governance framework	Definition and formalization of a sustainability governance framework clarifying roles and responsibilities, information flows, ESG risk management processes and oversight arrangements by the Board of Directors.	2026
Annual report "Business conduct and ethical risks"	Introduction of an annual report dedicated to governance and ethics, covering the Code of Ethics, whistleblowing, risks under Legislative Decree 231/2001 and cases handle during the reference period.	2026



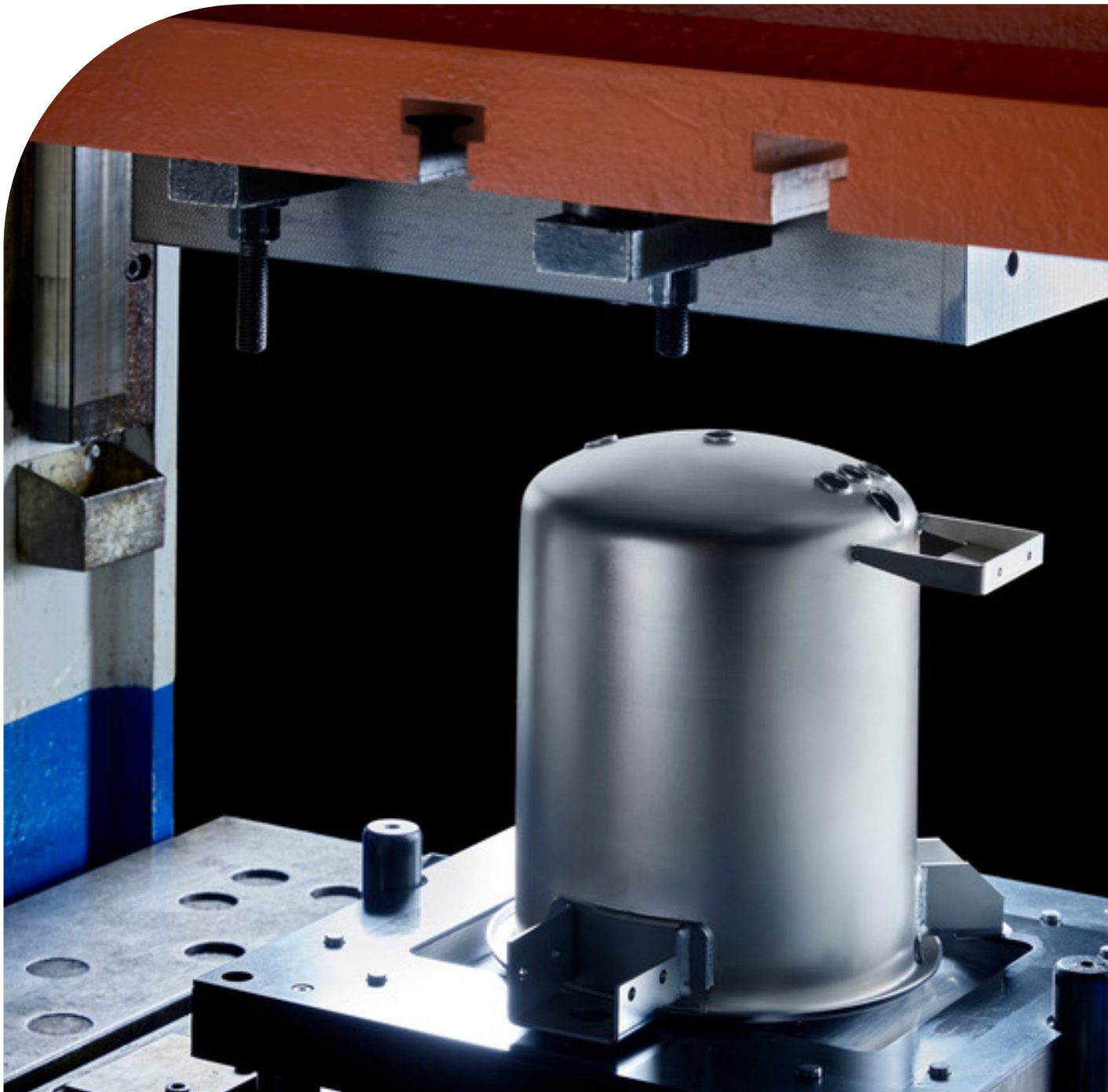
ESG Targets

MINIFABER

ESRS 2 – Actions, Objectives and Metrics

Minifaber's sustainability path continues to evolve. During 2025 we reviewed the progress of the objectives set in the previous Report, assessing what has been completed, which activities are still under way and which initiatives will continue in the coming years.

The following pages present the ESG objectives that will accompany Minifaber from 2026 onwards. They include commitments not yet concluded, those already scheduled with a deadline beyond 2025 and the new priorities that emerged during the year. For each objective we indicate the planned activity, the result we want to achieve, the metrics used to monitor progress, the timescales and the current status. In this way we aim to make the path clear and concrete, making it easier to verify progress over time.



ESRS	Description	Specific Target	Metric	Time Horizon	Status as 31.12.2025
E1	Decarbonization plan	Reduce overall Scope 1 and Scope 2 Location-Based emissions by approx. 298,4tCO_2e/year, correspondingto 22,5%compared with 2023.	tCO_2e Scope 1 and 2; % reduction compared with 2023	By 2030	Plan defined; implementation under way
E1	Heat pumps	Progressively electrify thermal consumption, replacingupto 72% of the demand currently met by natural gas.	% of thermal demand electrified; m³ of gas avoided; tCO_2e avoided	2026-2027	Technical study completed
E2	Reduction of VOCs and oil mists	Install enclosures or other technical solutions on critical machinery to limit VOC and oil mist emissions.	No. of machines mitigated; pollutant concentration levels monitored	By 2027	Planned
E5	Recycling of plastic production packaging	Set up a structured system for collecting and recycling the plastic packaging generated in production activities.	% of plastic packaging sent for recycling	By 2026	Not yet implemented

ESRS	Description	Specific Target	Metric	Time Horizon	Status as 31.12.2025
E5	Valorization of metal scrap	Develop a project for the higher-value transformation or recovery of specific metal scrap fractions.	% of scrap valorized; tonnes recovered through advanced processes	By 2027	Assessment process launched
E5	Recovery of uniforms, footwear and PPE	Introduce a system for collecting, sorting and recovering end-of-life work clothing, safety footwear and PPE	% of PPE and uniforms sent for recovery; kg collected	By 2027	Planned
E5	Recovery of cigarette butts	Install dedicated collection points and send cigarette butts to recovery processes	No. of collection points; kg of cigarette butts recovered	By 2027	Planned
E5	Product Life Cycle Assessment	Complete LCA studies on two key products, covering data collection, modelling and assessment of impacts across the life cycle.	No. of LCAs completed	By 2027	Planned

ESRS	Description	Specific Target	Metric	Time Horizon	Status as 31.12.2025
S1	ESG training	Progressively train 100% of employees on the main environmental, social and governance topics relevant to Minifaber.	%of employees trained; ESG training hours	By 2026	Not started.
S1	Diversity and Inclusion Plan	Define, approve and launch a Diversity and Inclusion Plan, identifying priorities, responsibilities and improvement actions.	Plan approved; actions implemented	By December 2026	Not started.
S1	Employee engagement survey	Introduce a structured survey on workforce engagement, tobe repeated every two years.	Questionnaire carried out; participation rate; engagement index	From 2026	Not started.

ESRS	Description	Specific Target	Metric	Time Horizon	Status as 31.12.2025
S2	Supplier Code of Conduct	Approve a Code of Conduct setting minimum requirements on human and labour rights, health and safety, the environment, ethics and regulatory compliance.	Code approved; % of suppliers signing up to it	By 2026	Not yet adopted
S3	Local communities policy	Approve a policy governing the management of local impacts, relations with communities and the channels for dialogue and reporting.	Policy approved; dialogue channels activated	By 2026	Not yet adopted
S4	Traceability of recycled policy	Implement a system to measure and communicate the recycled content of the materials used in products destined for key customers.	% of recycled content traced; % of products covered by the system	By 2027	Not yet adopted

ESRS	Description	Specific Target	Metric	Time Horizon	Status as 31.12.2025
G1	Sustainability governance framework	Formalize roles, responsibilities, information flows, ESG risk management processes and oversight arrangements by the Board of Directors	Framework approved; responsibilities formalized; no. of ESG oversight meetings	By 2026	Not yet formalized
G1	Annual report “Business conduct and ethical risks”	Introduce annual reporting dedicated to the CodeofEthics, the whistle blowing system,risks underLegislative Decree 231/2001 and cases handled.	Report prepared and approved annually	From 2026	Not yet introduced




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