

Sustainability Report

2025 Annual Impact
Report Pursuant to Law
208/2015, Paragraph 382

2025

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2025

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Letter to Stakeholders

Dear Stakeholders,

2025 was a year of growth, consolidation, and transformation for Tecnosystemi. Throughout the year, we continued to strengthen our industrial model by expanding our production capacity, enhancing internal expertise, and investing in digitalization and innovation, while remaining true to our identity and the values that have always guided our Organization.

Our story began with a family entrepreneurial vision that has evolved over time into a solid industrial company recognized both nationally and internationally. Today, we continue to grow while remaining firmly committed to the principles that have always defined our journey: valuing people, pursuing quality in everything we do, supporting our local communities, taking responsibility for future generations, and fostering innovation both within and beyond our organization.

Being a Benefit Corporation means embracing a commitment that extends beyond economic performance. It means considering the impact of our decisions on people, the environment, local communities, and everyone who interacts with our organization. For this reason, we continue to integrate ESG principles into our strategic decisions, investments, and business processes, making sustainability a tangible driver of long-term growth and competitiveness.

Throughout the year, we strengthened our dialogue with stakeholders, expanded initiatives dedicated to our people, developed new projects to promote responsible supply chain management, invested in energy efficiency and product innovation, and further enhanced our governance system. At the same time, we continued our industrial growth journey by expanding our organization, strengthening internal capabilities, and further improving the quality of our processes and the solutions we offer to the market.

This Sustainability Report tells the story of the results we have achieved so far, while also highlighting the goals that still lie ahead. It is a tool for transparency, accountability, and dialogue, enabling us to share not only what we have accomplished, but also the direction in which we intend to continue growing. We would like to thank everyone who contributes every day to Tecnosystemi's journey, as well as all the stakeholders who have chosen to accompany us along this path. It is thanks to your trust, collaboration, and ongoing dialogue that we are able to create lasting value and face the challenges of the future with responsibility and confidence.

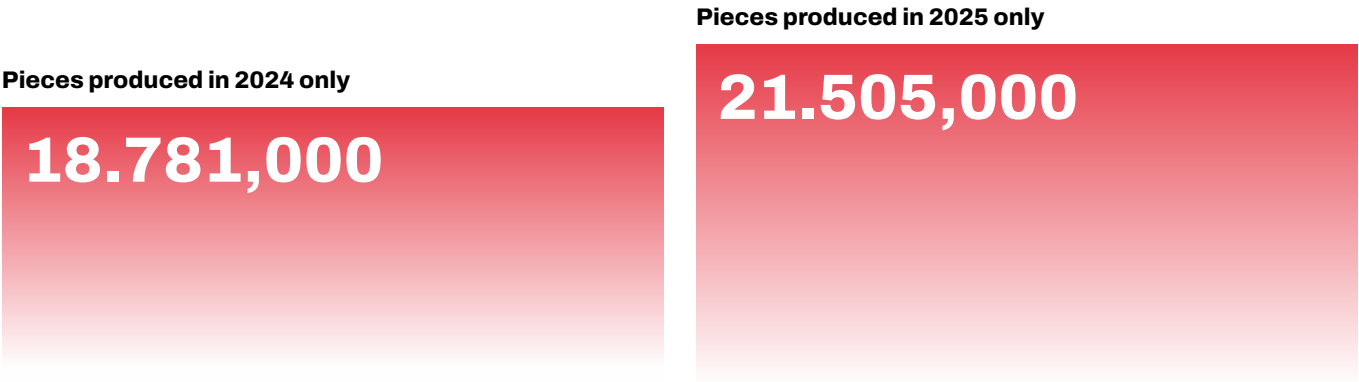
Guided by the same spirit that has shaped our history, we look to the years ahead with determination and resilience, convinced that innovation, sustainability, and growth must continue to move forward together.

Dr. Anna Munari

Chief Executive Officer
Tecnosystemi S.p.A. Società Benefit



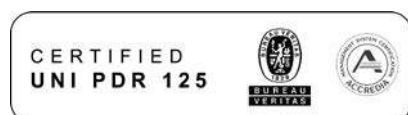
OUR GROUP



GOVERNANCE



OUR CERTIFICATIONS



OUR PEOPLE

Training hours provided to employees in 2025
(no-mandatory on the job
+ not on the job)

3.798

Average training hours per year per employee

18,67

194

Employees in 2025

60,8%

Male employees

39,2%

Female employees

THE SUPPLY CHAIN

Suppliers of goods and services

352

Italian suppliers

77%

Within a range of 300 km

71,55%

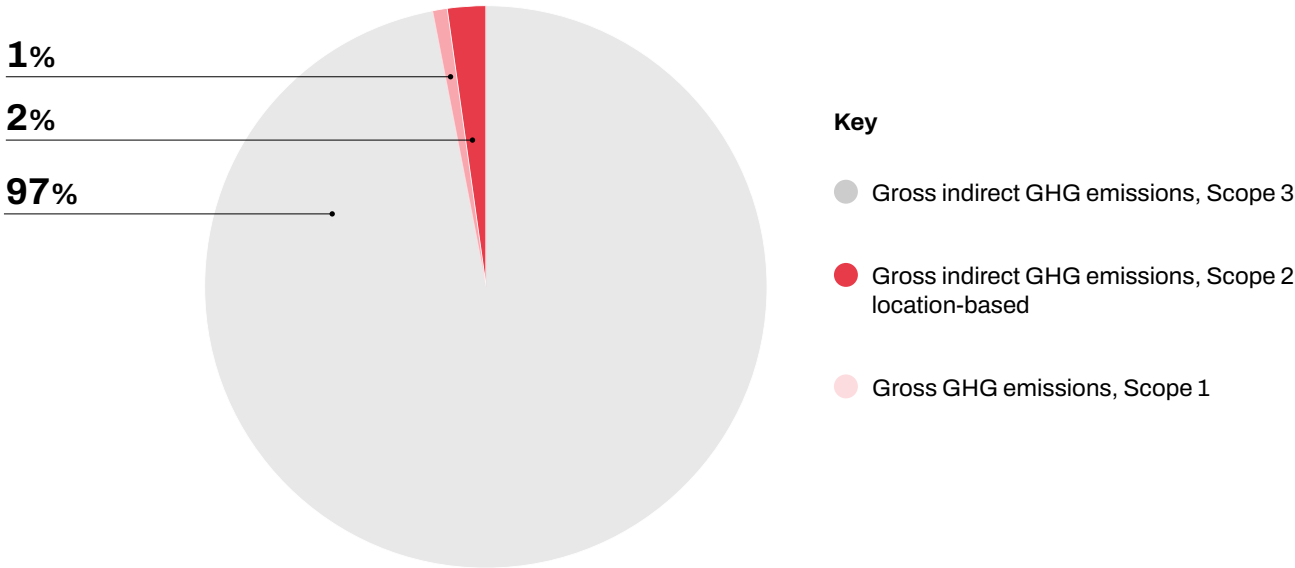
CLIENTI



THE ENVIRONMENT



TOTAL EMISSIONS PER SCOPE





A Story of Innovation made in Italy

[ESRS 2 – SBM-1]



Company history, Values and Corporate Identity [ESRS 2 – SBM-1]



With more than thirty years of experience in the HVAC sector, Tecnosystemi S.p.A. Società Benefit is today one of Italy's most dynamic and well-established industrial companies in the fields of air conditioning, ventilation, photovoltaic systems, and indoor air renewal solutions.

Tecnosystemi has built its identity on an entrepreneurial history shaped by a long-term **family vision, strong local roots, industrial expertise, and an unwavering commitment to quality and innovation.**

The Company's evolution reflects a path of steady growth, where the continuity of its founding values has gone hand in hand with the strengthening of its manufacturing model, expansion into international markets, and the integration of sustainability into both its business model and strategic decision-making.

From this perspective, the Company's history, purpose, and industrial development are closely interconnected, expressing the way Tecnosystemi interprets its role both as a business and as a Benefit Corporation.



FAMILY

Tecnosystemi's identity is strong and distinctive, deeply rooted in the value of family and in a long-term vision based on authenticity, consistency, and continuity. Within this journey, generational succession represents a natural stage of evolution—a virtuous exchange of experience, values, and vision that strengthens the connection between the Company's heritage and the future it aims to build.



PURPOSE

In a dynamic and constantly evolving market, having a clear sense of direction while remaining true to one's identity is a strategic strength that Tecnosystemi has always valued. Consistency and pragmatism form the foundation of the Company's purpose, recognizing that concrete actions—not merely intentions—give true meaning to doing business every day.



SMART FACTORY

Tecnosystemi continuously invests in cutting-edge technologies to enhance and strengthen its in-house manufacturing capabilities, improving efficiency, process optimization, and operational control. Its technology hub was established to support the Company's growth while simultaneously promoting the professional development of its people by expanding their skills and expertise.



INNOVATION

Innovation is the cornerstone of Tecnosystemi's business model. It is a defining characteristic that has always been reflected in multiple dimensions: technological innovation, product innovation, process innovation, as well as organizational, cultural, and managerial innovation.



MARKETS

Tecnosystemi operates in both domestic and international markets through a portfolio of product brands and a diversified range of technical solutions for the HVAC industry. Its comprehensive offering is designed to meet the evolving needs of customers in Italy and around the world by delivering complete, high-quality solutions.

RELATIONSHIPS

Over the years, Tecnosystemi has consistently built authentic and long-lasting relationships with its stakeholders, transforming dialogue and mutual trust into strategic assets for the Company's growth. This network of people, expertise, and partnerships represents an essential source of Tecnosystemi's value—shared energy that fosters development, knowledge, and long-term continuity.

A History of Creating Value



1992

Officially established in 1992, the Company began its entrepreneurial journey at its first headquarters in Susegana (Treviso), initially distributing a limited range of air conditioning accessories. In 1993, Anna Munari and Giorgio Rigoni joined the Company, continuing to develop the distribution business for HVAC accessories and components and becoming a trusted partner for major international manufacturers operating in the Italian market.



1995 — 2005

The challenges arising from exclusive distribution agreements marked the turning point that set the Company on its first major strategic path: transforming Tecnosystemi into a manufacturing business. By combining Giorgio Rigoni's technical and design expertise with Anna Munari's entrepreneurial vision, the Company began producing its first accessories, embracing the value of Made in Italy and laying the foundations for the growth journey that has shaped its identity today. In 2001, the Company relocated to the industrial district of Vittorio Veneto.



2013 — 2020

This evolution culminated in 2013 with the establishment of the current corporate structure, wholly owned by Anna Munari and Giorgio Rigoni. During this period, Tecnosystemi experienced significant growth, driven by the progressive insourcing of manufacturing processes, the expansion of its production facilities, and the implementation of efficiency-oriented technologies and production flow optimization systems aligned with business development. As the Company grew rapidly, increasing awareness of the environmental impacts associated with expanding production led to the adoption of concrete sustainability measures, including the installation of the Company's photovoltaic system, which now supplies a significant share of its energy demand through renewable electricity with no direct atmospheric emissions.



2020 — 2022

Continued growth in production volumes and revenue prompted the Company to design and implement an automated warehouse to optimize storage, picking, and order preparation. During this period, Tecnosystemi embraced a strategic transformation, recognizing innovation and sustainability as fundamental pillars of its business model. This approach also guided the sustainable redesign of its corporate headquarters. In 2021, the Company reached a major milestone by becoming a Benefit Corporation, formally embedding ESG principles into its governance, strategic planning, and decision-making processes, thereby aligning its future growth with responsible and sustainable business practices.



2023 — 2025

This three-year period marked both the consolidation of Tecnosystemi's corporate identity and its growing international outlook. The Company expanded its manufacturing hub through the opening of a second and a third production plant, further strengthening its position as a leading industrial player. This growth has remained fully aligned with the Company's founding values and ESG principles, supported by its commitment to Made in Italy excellence, the enduring value of family ownership, and a continuous drive for innovation.

Strategy and Continuous Innovation



PRODUCT INNOVATION

Designing products through a lifecycle perspective—evaluating their potential environmental and operational impacts, selecting appropriate materials, and clearly defining their intended use—provides a structured roadmap for the Company’s research and development activities. Each year, Tecnosystemi expands its portfolio of HVAC technical solutions to meet the evolving needs of customers across different markets.



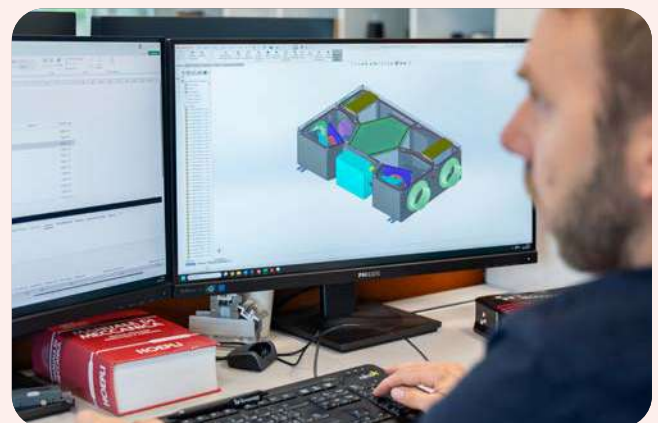
TECHNOLOGICAL INNOVATION

Technological development has always been a strategic priority at Tecnosystemi, both in manufacturing operations and corporate functions. Investing in state-of-the-art technologies and structured processes enables the Company to strengthen internal capabilities, improve operational efficiency, and maximize the value of its human capital.



ORGANIZATIONAL AND CULTURAL INNOVATION

Building, developing, and maintaining a solid, resilient, and agile organization enables Tecnosystemi to respond effectively to continuous market changes while thriving in an increasingly dynamic business environment.



PROCESS INNOVATION

Adopting a structured approach to the design, continuous improvement, and review of business processes enhances organizational efficiency by promoting cross-functional collaboration and preventing operational and information silos.

Benefit Corporation [ESRS 2 – SBM-1]

In June 2021, Tecnosystemi formally strengthened its commitment to responsible business by becoming a Benefit Corporation through a notarized amendment to its Articles of Association. Alongside the objective of generating economic value, the Company's Management chose to incorporate four public benefit purposes into its corporate mission, making a tangible commitment to people, communities, the environment, and the local area.

This vision is translated into concrete, measurable, and long-term actions designed to meet stakeholder expectations while turning the Company's values into tangible outcomes.

Our Four Public Benefit Purposes



CLIMATE ACTION

Measuring environmental impacts, reducing greenhouse gas emissions, and guiding industrial decisions through a continuous environmental improvement approach.



SUPPORTING PEOPLE

Empowering people as active drivers of change by promoting health and safety, well-being, professional development, continuous learning, and engagement.



SUPPORTING LOCAL COMMUNITIES

Creating lasting value for local communities through meaningful relationships, social responsibility initiatives, and a strong commitment to the local area.



PRODUCING RESPONSIBLY

Improving process efficiency, optimizing resource consumption, and promoting the reuse of materials and production waste in line with circular economy principles.

Corporate Structure and Development Model [ESRS 2 – SBM-1]



Tecnosystemi's development model has progressively evolved through the continuous strengthening of its manufacturing capabilities, the enhancement of internal expertise, and the direct management of the key stages of its value chain.

Originally established as a company with a strong commercial focus, Tecnosystemi has gradually transformed into a fully integrated manufacturing business. Today, it directly manages the principal phases of its value chain—including product design, manufacturing, assembly, packaging, logistics, and technical support. This transformation has been more than organizational: it has redefined the Company's market positioning.

Tecnosystemi is now recognized as an Italian manufacturer of proprietary technical solutions for the HVAC sector, distinguished by product quality, functional design, engineering excellence, and the ability to deliver customized solutions. Today, this integrated model is reflected in a broad and diversified product portfolio.

The Company's offering includes accessories for air conditioning systems and heat pumps, air curtains, heat recovery ventilation (HRV) systems and accessories, multi-zone temperature control systems, air distribution components, tools and equipment for air conditioning, refrigeration and heating applications, heating products, and mounting systems for photovoltaic panels. Across all product families, development is guided by increasingly demanding requirements for energy efficiency, durability, ease of installation, reliability, and reduced environmental impact.

Development Model at a Glance

Highly Automated In-house Manufacturing

The Company's growth has been supported by the continuous expansion of its manufacturing capabilities through increasingly structured production processes, advanced technologies, and direct quality control throughout the key stages of production.

End-to-End Value Chain Control

Value is created through the direct management of manufacturing activities, product development, and customer services—from design and engineering to pre-sales and after-sales support.

Proprietary Brands and Integrated Solutions

The Company's offering extends beyond individual products, encompassing comprehensive product families and integrated technical systems designed to meet a wide range of application requirements.

Industrial Positioning

One hundred percent Italian manufacturing, strong brand recognition, and the ability to deliver tailor-made solutions represent the core pillars of Tecnosystemi's industrial development model.

Product Portfolio and Solutions



Smart Clima

Air conditioning and heat pumps accessories

Air Conditioning and Heat Pump Accessories

Trunking systems for air conditioning installations, pre-installation kits, wall brackets, floor-mounted bases and supports, condensate removal pumps, copper piping, lifting systems, and protective solutions for outdoor units.



Apply Air

Air Curtains and Accessories

Air Curtains and Accessories

Solutions for commercial and industrial environments designed to maintain indoor comfort while improving energy efficiency.



Apply.Co

Mechanical Controlled Ventilation

Mechanical Controlled Ventilation

High-efficiency heat recovery ventilation units, accessories, and complete indoor air renewal systems.



Galaxy

Multi-Zone Air Control System

Multi-Zone Air Control System

Multi-zone temperature control systems and intelligent climate management solutions.



Project Wind

Ventilation Solutions

Ventilation Solutions

Supply air diffusers, return air grilles, circular, square, and linear diffusers, flexible ducts and air distribution systems for ducted installations, and pre-insulated (PAL) panels.



Toolsplit

Instruments & Tools

Instrument & Tools

Professional tools, equipment, and spare parts for air conditioning, refrigeration, and heating applications.



Showgas

Heating Products

Heating Products

A complete range of products and accessories for heating systems.



FV Power

Photovoltaic Fixing Elements

Photovoltaic Fixing Elements

Mounting structures and accessories for photovoltaic panel installations.

Tecnosystemi's industrial model is based on **three manufacturing plants** located in Vittorio Veneto, where advanced technologies, engineering expertise, and digitalization are fully integrated into daily operations. The distribution of production activities across the three sites enables the Company to strengthen its manufacturing capabilities while specializing each facility according to its technical expertise. Plant 1 primarily focuses on plastics processing and logistics, while Plants 2 and 3 accommodate the Company's broader manufacturing operations and its most technically sophisticated production lines.



PLANT 1

18.100 mq

Vittorio Veneto, Via dell'Industria 2/4

Main production activities

- Plastic extrusion and injection molding
- Automated packaging department
- Shipping, logistics, and vertical kit packaging



PLANT 2

11.056 mq

Vittorio Veneto, Via Caduti del Lavoro 7

Main production activities

- Rubber molding
- Sheet metal processing
- Copper pipe insulation
- Plenum manufacturing
- Bracket and rubber component packaging
- Air curtain production
- Heat recovery ventilation unit manufacturing
- ProAir temperature control system production
- Linear diffuser manufacturing
- Corrugated and spiral duct extrusion



PLANT 3

4.500 mq

Vittorio Veneto, Via Caduti del Lavoro 5

Lavorazioni e funzioni principali

- Condensate drain pan packaging
- Sheet metal bending
- Plenum packaging
- Laser cutting
- Powder coating and painting

In Italy, Tecnosystemi operates through a **business-to-business (B2B)** model, serving wholesalers, distributors, installers, HVAC professionals, and consulting engineers through an extensive nationwide network of multi-agency sales representatives. In international markets, the Company's primary business partners are distributors and installers, with commercial relationships managed directly by Tecnosystemi.

Key Features of the Business Model:

1. QUALITY, DESIGN AND FUNCTIONALITY

Products are designed to simplify installation, reduce operational complexity, and enhance reliability and overall performance.

3. GROWTH THROUGH TECHNICAL EXPERTISE

The evolution of the business model increasingly relies on structured technical dialogue with consulting engineers, HVAC designers, and industry professionals, supported by comprehensive product catalogues, technical documentation, and dedicated training initiatives.

2. STRONG LOCAL MARKET PRESENCE

The nationwide sales agency network, together with relationships with distributors and installers, remains a key competitive strength and an essential element of the Company's commercial positioning.

Generational Continuity and Family Governance [ESRS 2 – GOV-1]



Tecnosystemi considers generational continuity as a driver for the evolution and strengthening of its business model.

Family governance represents a distinctive element of stability, direct oversight, and long-term vision, while also serving as a key factor in supporting the Company's organizational, managerial, and cultural transformation.

The Entry of the New Generation [ESRS 2 – GOV-1]

“To all stakeholders of Tecnosystemi S.p.A. Società Benefit,

Joining Tecnosystemi’s governance represents an important responsibility for me and, at the same time, an extraordinary and challenging opportunity: the opportunity to contribute to the evolution of a company that has built, over time, a strong and distinctive identity founded on an authentic entrepreneurial culture, extensive technical and manufacturing expertise, the ability to innovate, and the capacity to develop solid and valuable relationships with customers, suppliers, sales representatives, and partners, supported by a vision focused on sustainable and long-term growth.

For me, generational continuity does not simply mean inheriting a legacy, but interpreting it, respecting it, and transforming it into a new and coherent phase of development. It means safeguarding what Tecnosystemi represents today, preserving the values that have guided its growth and development, while also having the ability to introduce new perspectives, tools, and operating models to address future challenges.

My goal is to contribute to an evolution path that combines tradition and innovation, while maintaining the principles and values that represent the foundation of every business decision: integrity, responsibility, transparency, quality, fairness, respect, and the enhancement of human capital.

Over these years, I have worked with all cross-functional teams and, together with the Board, mapped the Company’s internal processes in order to implement an organizational transformation based on a structural review of workflows, procedures, and corporate policies. The objective is to make Tecnosystemi increasingly efficient, structured, and prepared to operate in a dynamic and constantly evolving market environment.

Digitalization, internal process optimization, and technological innovation have been the key drivers of this journey. We have launched projects related to artificial intelligence, introduced new digital tools, invested in automation and infrastructure, and redesigned operational workflows to improve management, cross-functional collaboration, and the ability to make faster and more informed decisions.

At the same time, I have promoted a corporate culture increasingly focused on inclusion, skills enhancement, people development, and support for parenthood, initiating a path toward greater gender equality and strengthening our focus on organizational well-being. I believe that a company’s sustainability is built through the quality of the relationships it creates: with employees, customers, partners, local communities, and all stakeholders who interact with Tecnosystemi every day.

These relationships must be based on respect, ethics, and compliance with the law, through shared rules and policies. For this reason, in 2025 I strongly supported the adoption of the Legislative Decree 231 Organizational Model and the Code of Ethics, implemented through a structured assessment process involving all first-level management positions.

My vision for the future is based on a balance between innovation and identity: continuing to embrace change while preserving the connection with the history and family culture that have accompanied the Company’s growth. The second generation has the important task of ensuring continuity with what has been built, bringing new energy, vision, and expertise, so that Tecnosystemi can continue its growth journey in a responsible, sustainable, and consistent way with the values that have always defined our identity.”

Dr. Federica Rigoni
Executive Director



The Evolution of the Strategic Plan in the Era of Sustainability [ESRS 2 – SBM-1]

“The business world is undergoing an unprecedented transformation: globalization, the climate emergency, growing social inequalities, and the digital revolution have redefined the role of companies within society. In this new scenario, corporate strategic planning is evolving from a purely financial planning tool into a true compass for navigating the complex challenges of sustainability and social responsibility.

Our strategic plan integrates sustainability across all its dimensions—environmental, social, and governance—providing clear direction for corporate objectives and aligning all departments toward a common goal.

The strategic plan is intrinsically connected with the Sustainability Report: while the latter measures and communicates our environmental, social, and economic impacts, the strategic plan incorporates these elements into our long-term vision. This synergy ensures that sustainability is not an additional element, but an integral part of the Company's DNA, embodying fundamental values such as transparency, awareness, concreteness, and forward-looking vision.”

Dr. Anna Munari
Chief Executive Officer

The **2024–2027 Strategic Plan** represents Tecnosystemi's medium-to-long-term strategic framework, guiding the Company's growth paths, investments, and organizational development. The ongoing review process confirms an approach that considers the plan as a living tool, continuously aligned with a market characterized by acquisitions, rapid competitive changes, and increasingly complex demand dynamics. Updating the plan therefore represents an expression of managerial agility: the **long-term vision** remains unchanged, while strategic priorities and actions are promptly adapted to evolving market conditions and to the objectives already achieved by Tecnosystemi.

The Company's main industrial choices confirm a development path consistent with the values of family ownership. Tecnosystemi continues to pursue organic growth and considers family governance a distinctive element of continuity, responsibility, and direct oversight.

Investment in human capital represents a structural pillar of this approach. The plan highlights the need to build a strong managerial structure, ensure that strategic organizational positions are supported by appropriate profiles, and introduce new specialist skills to support business development. For Tecnosystemi, **industrial growth and service quality** cannot be separated from **people development**: strengthening the organization means ensuring the long-term sustainability of the business model.

How the Business Model Is Evolving

From breadth to selectivity

Reducing dispersion across marginal product lines and increasing focus on businesses with higher potential and stronger technical content.

From product to solution

Enhancing technical documentation, manuals, applications, and specialist support throughout pre-sales and after-sales phases.

From external growth to growth through capabilities

Developing through manufacturing autonomy, internalization of processes, and organizational strengthening.

Impacts, Risks and Opportunities through Stakeholder engagement

[ESRS 2 – IRO1]
[ESRS 2 – SBM-3]



Key Stakeholders

[ESRS 2 – IRO1]
[ESRS 2 – SBM-2]



Tecnosystemi builds and strengthens structured and long-term relationships with all stakeholders connected to its activities, including employees, customers, suppliers, agents, local communities, associations, and financial institutions.

The Company is committed to promoting continuous and authentic dialogue, which goes beyond sustainability reporting and contributes to guiding strategic decisions, representing one of the pillars of its business model as a Benefit Corporation.

For Tecnosystemi, the quality of relationships with stakeholders represents a structural dimension of its business model. As a Benefit Corporation, the Company considers the impacts of its decisions on all internal and external stakeholders and develops continuous, transparent, and differentiated engagement processes with each of them.

In 2025, **stakeholder engagement** was structured through a series of dialogue and exchange activities with Tecnosystemi's various stakeholders, including webinars, meetings, workshops, individual interviews, and surveys addressed to customers, banks, suppliers, employees, associations, and local organizations. The outcomes of this process represent the foundation for the Company's strategic choices and future direction, as well as the basis for this Sustainability Report.



Employees

People working at Tecnosystemi represent the Company's first and most significant stakeholder group. Internal engagement is developed through a variety of tools aimed at strengthening a sense of belonging and sharing of corporate objectives: from digital screens installed in offices and production plants, to dedicated communication moments, as well as institutional events focused on dialogue and social interaction.

Over time, the Company has developed an employee development system based on a comprehensive welfare plan, including healthcare benefits, flexible working arrangements, scholarships, and support for parenthood. The launch of the Gender Equality Certification process in 2025 and the establishment of the related Committee further strengthen Tecnosystemi's commitment to creating an inclusive, respectful, and discrimination-free workplace.

As of 31 December 2025, the workforce consisted of 194 employees, reflecting significant growth over the previous two years. The entire workforce was involved in the materiality assessment through a questionnaire focused on relevant sustainability topics, making a significant contribution to defining the priorities underlying this Report.



Customers

Tecnosystemi engages with this key stakeholder group through diversified commercial tools and channels, including a catalogue of more than 7,000 products designed to meet the needs of different customer segments, a structured customer care service divided into pre-sales support and after-sales assistance, the progressive digitalization of customer services, and continuous, widespread territorial support through dedicated sales agencies.

The customer satisfaction survey, updated in 2025 with specific sustainability-related questions, together with post-visit customer surveys, represents the main channel through which Tecnosystemi collects customer feedback and integrates it into its decision-making processes. Results are periodically presented to corporate governance bodies. This stakeholder group includes more than 2,500 entities across Italy and international markets. Stakeholder engagement activities carried out in 2025 included information webinars addressing sustainability topics and Tecnosystemi's latest sustainability initiatives. The sessions involved Tecnosystemi's sales network, supported by sustainability experts and attended by Sustainability Manager Manuela Spadotto. Following these webinars, all participants—both from the Italian and international markets—were invited to complete a questionnaire aimed at monitoring results and integrating feedback into the materiality assessment.



Agents

Tecnosystemi, negli anni ha costruito relazioni consolidate, basate sulla fiducia e sulla crescita condivisa, con agenzie presenti sul territorio italiano e estero. Tecnosystemi collabora ad oggi con 64 agenzie. Gli agenti sono costantemente formati e informati sulle novità e sulle progettualità aziendali grazie anche alla condivisione di obiettivi di crescita comuni. Questo cluster è stato coinvolto nell'analisi di materialità 2025, alla stregua dei clienti.



HVAC Designers and Technical Consulting Firms

This stakeholder cluster includes HVAC designers, architects, and interior designers. It represents one of the most important strategic evolutions within Tecnosystemi's stakeholder map for the 2025–2026 period, as these professionals are increasingly influencing product choices, with emerging needs related to high-quality construction, building energy renovation, and residential segments focused on comfort and design. Tecnosystemi's response to this transformation is structured and multidimensional. Starting with the new 2026 Designers Catalogue, featuring certified technical documentation and integrated EPD data, the Company has created its first dedicated tool for this stakeholder segment.

Furthermore, the inauguration of the TS Hub on 16 December 2025, developed in collaboration with Interior Designer Andrea Castrignano, demonstrates the Company's commitment to creating a physical space for dialogue with designers, where Tecnosystemi's HVAC systems are integrated into architectural environments and their performance can be demonstrated under real operating conditions.



Suppliers

Tecnosystemi's supplier network includes a large number of long-standing business partners with whom the Company has built and consolidated strong relationships over the years. Historically focused on operational procurement based on criteria such as quality, price, and delivery performance, supplier management is now evolving towards a model in which ESG criteria are fully integrated into supplier evaluation and selection processes.

In 2025, Tecnosystemi launched its first structured project aimed at integrating sustainability criteria into supplier assessments. The Company's objective is to develop a vendor rating system that goes beyond traditional performance metrics and actively engages the value chain in achieving the sustainability objectives that guide its strategic decisions. The ESG supplier survey is currently being finalized and is scheduled to be launched in 2026.



Local Communities

Maintaining close ties with the local area is a fundamental element of Tecnosystemi's corporate vision. The Company actively promotes ongoing dialogue with local communities and supports a wide range of organizations, including associations dedicated to healthcare research and cancer prevention, social cooperatives specializing in inclusion and equal opportunity projects, organizations promoting creative reuse initiatives, local sports clubs, and cultural associations focused on education, awareness, environmental protection, and the promotion of local heritage.

Furthermore, as a founding member of the Prealpi Trevigiane Industrial Park Association, established to support the regeneration of the industrial area between Vittorio Veneto and Conegliano, Tecnosystemi confirms its commitment to the sustainable development of the wider industrial and territorial ecosystem.

Local authorities and community organizations also participated in the Company's materiality assessment through dedicated meetings and questionnaires, ensuring that shared priorities and perspectives were incorporated into Tecnosystemi's sustainability journey.



Financial Institutions

Dialogue with banks and financial institutions has become an increasingly strategic component of Tecnosystemi's stakeholder engagement activities. The availability of structured ESG information positively influences relationships with financial institutions, which are progressively incorporating sustainability criteria into credit assessments and financing conditions.

Sustainability is no longer viewed solely as an ethical commitment but as a factor that directly influences risk profiles, long-term resilience, and business continuity. Consequently, financial institutions are steadily increasing their focus on ESG-related matters. As part of its double materiality assessment process, Tecnosystemi conducted structured engagement sessions with its banking partners, collecting ESG priorities and recommendations that contributed to defining the strategic directions presented in this Sustainability Report.

Materiality Assessment

[ESRS 2 – SBM-3]
[ESRS 2 – IRO-1]



Tecnosystemi's sustainability reporting is based on a structured assessment of the Impacts, Risks and Opportunities (IROs) associated with its activities across the entire value chain.

This approach enables the Company to identify the ESG topics that are most material both to the organization and to its stakeholders, supporting strategic decision-making and investment planning in line with its risk profile and the public benefit purposes defined in its Articles of Association.

For the third consecutive year, Tecnosystemi has adopted the **double materiality approach**, assessing material topics from two complementary perspectives:

IMPACT MATERIALITY

Assessing the positive and negative impacts that Tecnosystemi generates or may generate across its value chain, on the environment, the economy, and people, considering both actual and potential impacts.

FINANCIAL MATERIALITY

Assessing the risks and opportunities that ESG topics may generate for the Company's financial performance and its ability to achieve its strategic objectives over the medium and long term.

Although this approach is fully aligned with the European Sustainability Reporting Standards (ESRS), its adoption is not mandatory for a company of Tecnosystemi's size. The Company has nevertheless chosen to maintain this methodology as a commitment to **transparency and reporting quality**, despite the postponement of CSRD reporting requirements for SMEs. The **stakeholder engagement** process supporting the double materiality assessment was designed as a multi-channel, multi-**stakeholder participatory** process, as described below.

Identification of Material Topics

The identification of material topics involved not only the Company's shareholders and senior management but also representatives from all major corporate functions, including Executive Management, Operations, Human Resources, Quality, Engineering, Sales, and Marketing.

These representatives participated in individual interviews aimed at conducting a preliminary assessment of the ESG topics considered most significant for the business. This internal phase resulted in the initial list of priority topics.

For the 2025 reporting cycle, the assessment scope includes twelve thematic areas, updated from the previous year to reflect changes in the regulatory landscape and evolving stakeholder expectations:



The identified topics were subsequently examined in greater detail through **the mapping of the Impacts, Risks and Opportunities (IROs)** associated with the Company's activities across the value chain. For each topic, actual and potential positive and negative impacts were identified, together with the main risks and opportunities that could influence the Company's ability to create long-term value. These elements formed the basis for the stakeholder engagement activities and the subsequent prioritization process within the Double Materiality Assessment.

The stakeholder engagement process included several consultation phases involving both internal and external stakeholders.

The internal assessment involved key organizational functions as well as a survey distributed to the entire workforce, including both office and production employees. Employees were invited to complete a materiality assessment questionnaire designed to incorporate the perspectives of those directly involved in the Company's operational and production processes.

The external assessment involved the following stakeholder groups:

TALIAN AND INTERNATIONAL CUSTOMERS

This stakeholder group participated in dedicated informational webinars during which the materiality assessment methodology and the Company's main sustainability initiatives were presented. Following the webinars, all participants were invited to complete a questionnaire assessing the relevance of the ESG topics.

LOCAL COMMUNITIES, ASSOCIATIONS AND PUBLIC INSTITUTIONS

This group was engaged through direct dialogue sessions, including meetings and focus groups with local authorities and community organizations. At the conclusion of these discussions, which generated valuable insights and reflections, participants completed a quantitative questionnaire to assess the relevance of the ESG topics.

SUPPLIERS AND THE VALUE CHAIN

Suppliers participated through an ESG performance assessment questionnaire (see the Vendor Rating section for further details). The information collected was used to determine the significance of the impacts associated with the relevant sustainability topics.

FINANCIAL INSTITUTIONS

Sustainability priority assessments with banking partners were conducted through structured one-to-one interviews involving the ESG representatives of the Company's principal financial institutions. These participatory discussions enabled an in-depth assessment of ESG priorities while fostering a constructive exchange that proved valuable for both parties.

Results Processing

Impact materiality was assessed based on the responses collected through questionnaires completed by both internal and external stakeholders. For impacts that have already materialized, the level of significance was assessed directly. For potential impacts, both the expected magnitude and the likelihood of occurrence were evaluated to ensure that the resulting assessment appropriately reflected the probability that the impact could materialize.

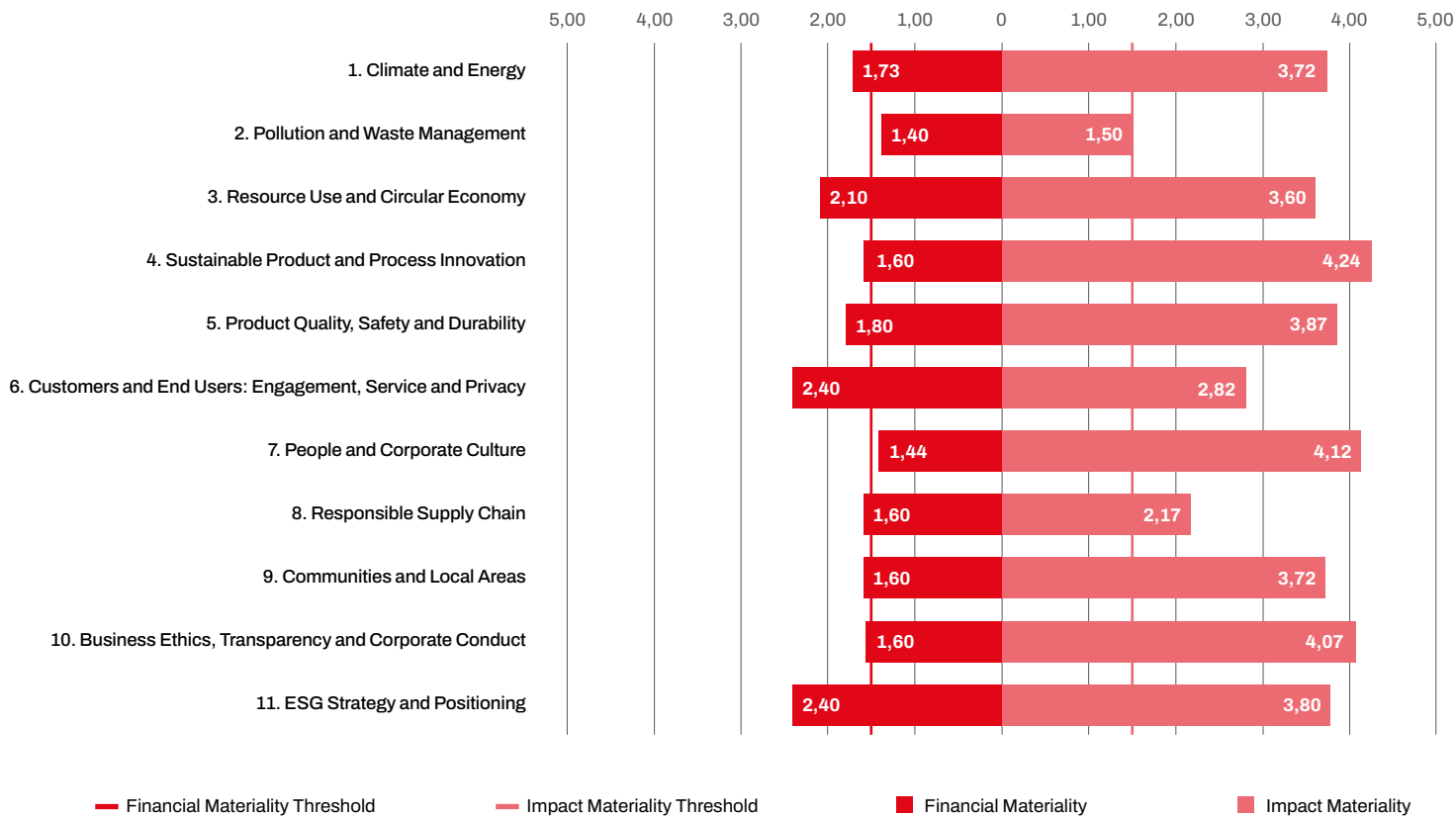
The results were subsequently aggregated by topic to determine the overall level of impact materiality for each sustainability issue.

Financial materiality was assessed through an analysis of the principal sustainability-related risks and opportunities. For each risk and opportunity, both the potential financial effect on the Company's performance and the likelihood of occurrence were evaluated. These assessments were developed and validated in collaboration with the Finance & Administration function to ensure consistency with Tecnosystemi's financial context and strategic planning.

The assessments collected from all stakeholder groups were then aggregated and weighted to develop the materiality matrix, which guides both the reporting priorities of this Sustainability Report and the Company's strategic decisions for the 2026–2028 period.

The sustainability topics identified through the analysis—including impacts, risks and opportunities—have been assessed and disclosed in accordance with the results of the Double Materiality Assessment and are illustrated in the charts on the following page.

Financial Materiality vs. Impact Materiality



Double Materiality



The Most Significant Topics for Our Stakeholders [ESRS 2 – SBM-3]

Overall, the topics receiving the highest levels of stakeholder relevance are:

- **Business Ethics, Transparency and Corporate Conduct**
- **Sustainable Product and Process Innovation**
- **People and Corporate Culture**

These findings confirm that stakeholders recognize the importance of industrial growth built on the principles of integrity, innovation, and responsible development. In particular, Business Ethics, Transparency and Corporate Conduct emerged as one of the most material topics across all stakeholder groups, achieving the highest scores among local communities and customers. This reflects the growing importance attributed to sound corporate governance and the trustworthiness of the organizations with which stakeholders engage.

These findings are based on a broad and comprehensive stakeholder engagement process that gathered feedback from all major stakeholder groups. The breadth and diversity of the responses provide a robust basis for the assessment, making it possible to distinguish cross-cutting priorities from those that are more specific to individual stakeholder categories.

Local communities assign particular importance to issues related to local development, corporate governance, and sustainable innovation, highlighting the expectation that a company with strong local roots should contribute not only to regional economic growth but also to the creation of long-term social and environmental value.

Internally, **Tecnosystemi employees** demonstrate strong awareness of topics relating to people and corporate culture, innovation, business ethics, and the efficient use of resources. This reflects a view that links the Company's competitiveness to the quality of the working environment and its ability to evolve through innovative organizational and technological processes. The comparison between production and office employees shows a high degree of alignment, with only limited differences between the two groups. Both regard corporate culture, ethical governance, and clear standards of conduct as key priorities. This convergence reinforces the central role of human capital as a key enabler of sustainability and confirms that organizational practices and workplace culture are regarded as fundamental to employee well-being and the long-term resilience of the Company's growth model.

From a market perspective, **both Italian and international customers** assign high importance to business ethics, ESG strategy, and sustainable product and process innovation, while also showing strong alignment on product quality, safety, and durability. The comparative analysis, however, reveals different areas of emphasis. The Italian market places greater value on the Company's ESG positioning as a distinguishing competitive factor, whereas international customers assign relatively greater importance to customer relationships, service quality, and the management of interactions with end users, reflecting the growing demand for reliability and transparency throughout global value chains. Sustainability therefore continues to be recognized as a strategic asset across markets, although its ability to generate commercial value varies according to the specific market context. Responsible supply chain management and ESG strategy also emerge as topics of significant relevance.

Financial institutions increasingly incorporate ESG performance into their assessment of credit risk and business continuity, with growing attention to decarbonization strategies, the measurement of Scope 3 emissions, and the social dimension of sustainability.

Overall, the results demonstrate a high degree of alignment between the priorities expressed by stakeholders and Tecnosystemi's strategic direction. The differences observed relate primarily to the relative importance assigned to individual topics by different stakeholder groups, rather than to fundamentally different priorities. The topics receiving the highest levels of relevance reflect a **holistic approach to sustainability that integrates innovation, strong stakeholder relationships, people development, and robust corporate governance.**

Stakeholder Engagement

The Designer Channel as a Strategic Choice [ESRS 2 – SBM-2]



The relationship between sustainability and the market is also measured by a company's ability to engage with those who shape market decisions. As part of its evolution as a Benefit Corporation, Tecnosystemi has strategically invested in strengthening its relationship with the design community.

In recent years, the HVAC market has undergone a profound transformation. Alongside the traditional distribution channel, architects, consulting engineers, and HVAC designers have become increasingly influential in specifying building systems, making technical installations an integral part of architectural design.

This shift reflects a move away from a purely technical approach towards a more integrated design perspective, where comprehensive technical documentation, proven application cases, architectural integration, and occupant comfort have become essential decision-making criteria. Tecnosystemi has responded to this evolution by establishing a structured approach to the designer channel.

This represents a natural extension of the Company's business model, enabling Tecnosystemi to evolve from an HVAC accessories manufacturer into a trusted technical partner for professionals involved in the design and construction of built environments.

A key milestone in this evolution was the launch of the **2026 Designers' Catalogue**, a dedicated publication that departs from the traditional commercial catalogue format. Specifically developed to meet the needs of architects and building services designers, the catalogue organizes Tecnosystemi's solutions by application, provides certified technical data—including Environmental Product Declarations (EPDs)—and adopts a language that connects product performance with indoor air quality, energy efficiency, and seamless architectural integration.

Further reinforcing this strategic direction is Tecnosystemi's partnership with Andrea Castrignano, one of Italy's leading interior designers and a recognised advocate of the relationship between technology, design, and residential well-being, who became a Tecnosystemi Brand Ambassador in 2025.

His role extends beyond endorsement, becoming an integral part of the Company's cultural and design vision. Castrignano acts as an external ambassador capable of translating Tecnosystemi's technical expertise into authoritative and accessible content for the design community.

As Castrignano has stated:

“In contemporary design, there are no longer any secondary elements. Building systems are no longer technical constraints to be concealed but fundamental components of architecture. »

From this perspective, the collaboration with Tecnosystemi places comfort, indoor air quality and well-being at the centre of the design process, as measurable dimensions that can be integrated from the earliest project stages.”

Starting in 2026, Castrignano will also host the third season of the “Aria a regola d'arte” podcast, expanding the dialogue with external stakeholders—including architects, designers, and installers—who play a key role in bringing Tecnosystemi's vision to life.



TS HUB as a Stakeholder Engagement Platform [ESRS 2 – SBM-2]

In 2025, Tecnosystemi inaugurated **TS HUB** at its headquarters in Vittorio Veneto, creating a **new experiential space** designed to foster engagement, learning, and the communication of the Company's identity.

The project was developed to provide stakeholders with a tangible experience of how Tecnosystemi integrates research, sustainability, design, technical excellence, and social responsibility, transforming each visit into an opportunity to connect products, corporate culture, and stakeholder expectations.

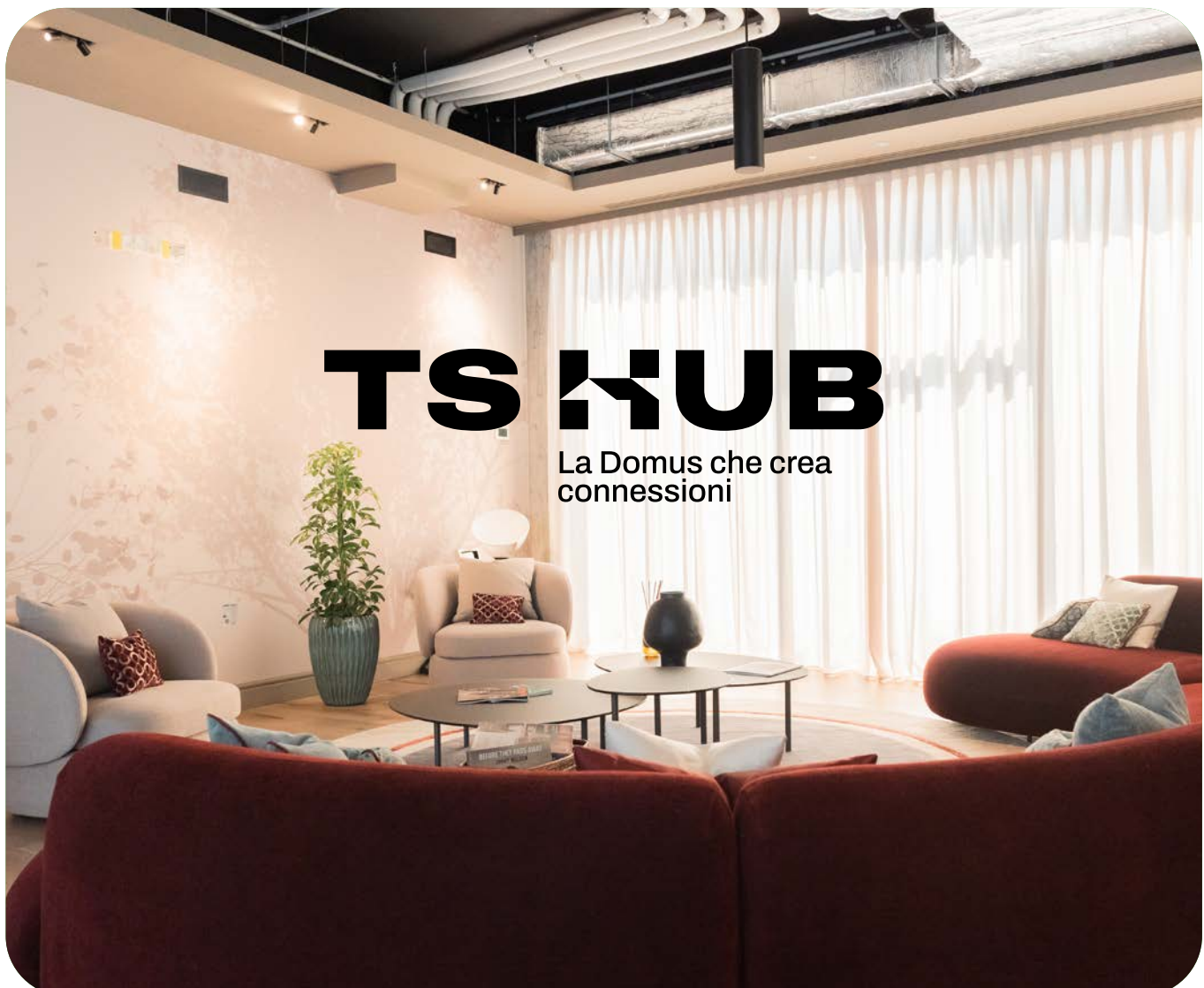
The experiential space was designed together with Andrea Castrignano, whose expertise in residential well-being and interior design helped shape the overall concept.

TS HUB officially opened to the public on 16 December 2025 during the Company's annual sales meeting, which marked the first official activation of the space. Approximately 200 participants attended the event, immediately confirming the Hub's role as a meeting place for the Company, its commercial network, and value chain stakeholders.

Within the 2025 reporting period, this represented the first and only event hosted at TS HUB, making it not only an inauguration but also a symbolic milestone in Tecnosystemi's evolving approach to stakeholder engagement, knowledge sharing, and technical training.

TS HUB has been conceived as an environment for discovery and dialogue. Visitors are guided through immersive installations illustrating the Company's history, values, and strategic development, while dedicated ESG displays communicate Tecnosystemi's sustainability commitments through measurable evidence and performance data.

The Hub also showcases Tecnosystemi's solutions within realistic residential settings, allowing visitors to experience the integration of HVAC systems, architecture, indoor comfort, and quality of living. Complementing these exhibition areas are workshop spaces,



meeting rooms, consultation areas, and digital touchpoints, transforming every visit into an opportunity for technical learning, professional dialogue, and long-term relationship building.

From a stakeholder engagement perspective, TS HUB enables Tecnosystemi to move beyond traditional product-focused communication. Instead, it facilitates meaningful dialogue with sales agents, distributors, installers, architects, designers, public institutions, and the local community.

For the commercial network and distribution partners, TS HUB strengthens the Company's value proposition by providing practical case studies, technical arguments, and communication tools that support customer engagement.

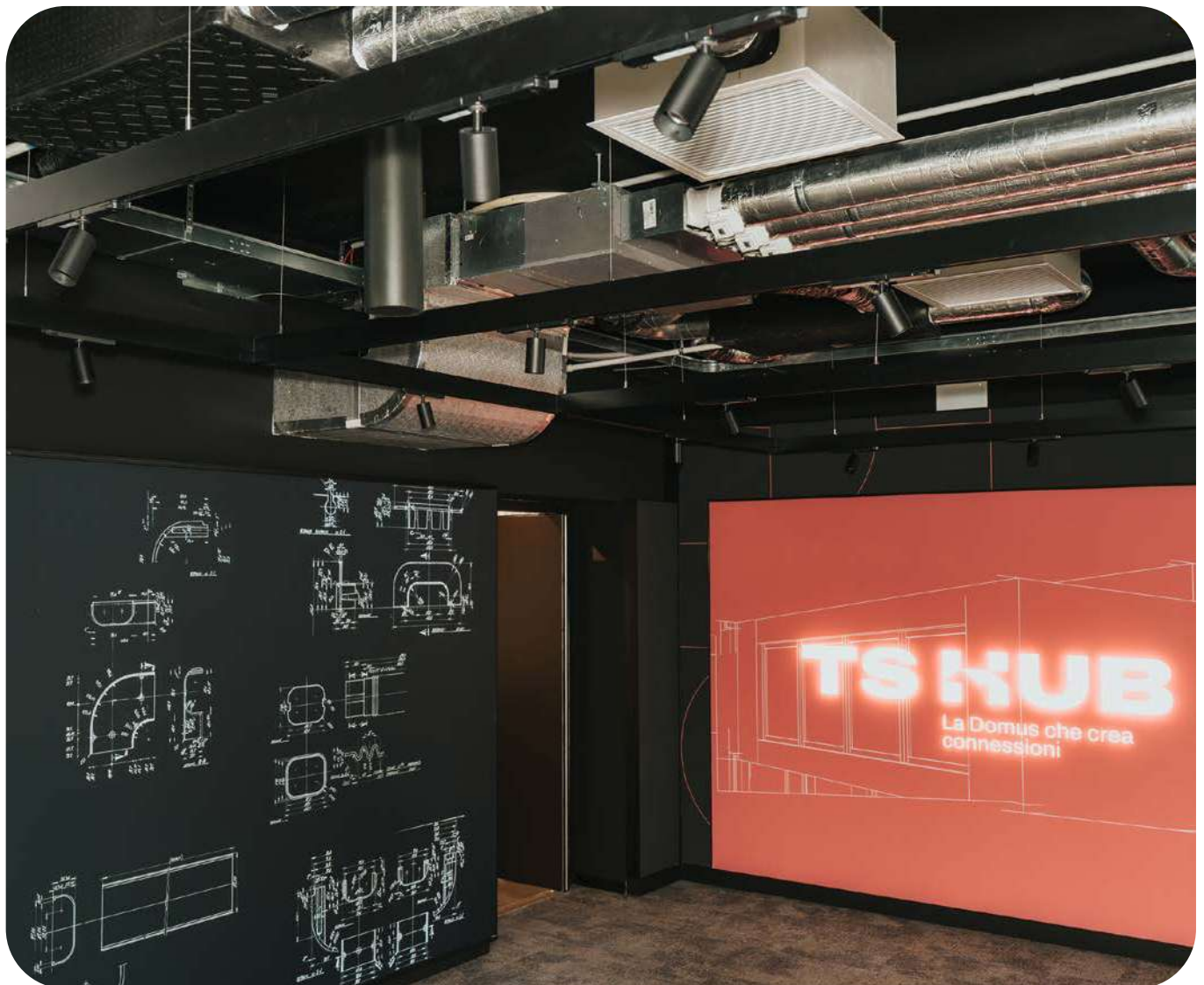
For installers and design professionals, it offers an opportunity to explore product performance in real-world applications while engaging directly with Tecnosystemi on technical, operational, and design-related challenges.

This role will become even more significant in 2026, when TS HUB enters full operation.

Approximately 500 visitors are expected throughout the year, representing architects, engineers, installers, and distributors. In parallel, around 30 technical training courses are planned, confirming Tecnosystemi's ambition to position TS HUB as a permanent platform for technical education, professional development, and ongoing dialogue with the market.

In this context, TS HUB represents a tangible extension of Tecnosystemi's stakeholder engagement model. It is not simply a physical showroom but a strategic platform through which the Company demonstrates its ability to support the value chain—from product knowledge to application expertise, from commercial relationships to technical education, and from ESG communication to the development of stronger, more informed partnerships.

The value of the initiative lies precisely in its ability to combine technical expertise, direct experience, and stakeholder engagement, further strengthening Tecnosystemi's position as a trusted partner for the HVAC sector, the design community, and the sustainable development of the built environment.



“Aria a regola d’arte” Podcast as a Stakeholder Engagement Strategy [ESRS 2 – SBM-2]

In 2025, Tecnosystemi strengthened its communication and stakeholder engagement activities through the “**Aria a regola d’arte**” **podcast**, conceived as a platform for storytelling, dialogue, and relationship building.

The initiative was created to make the Company’s identity and values more accessible, highlighting a growth journey based on entrepreneurial vision, family continuity, product culture, people development, and continuous innovation while remaining firmly connected to its heritage.

Choosing the podcast format reflects a clear strategic rationale. At a time when stakeholder relationships increasingly extend beyond traditional corporate communication channels, Tecnosystemi recognised audio storytelling as an authentic way to build trust.

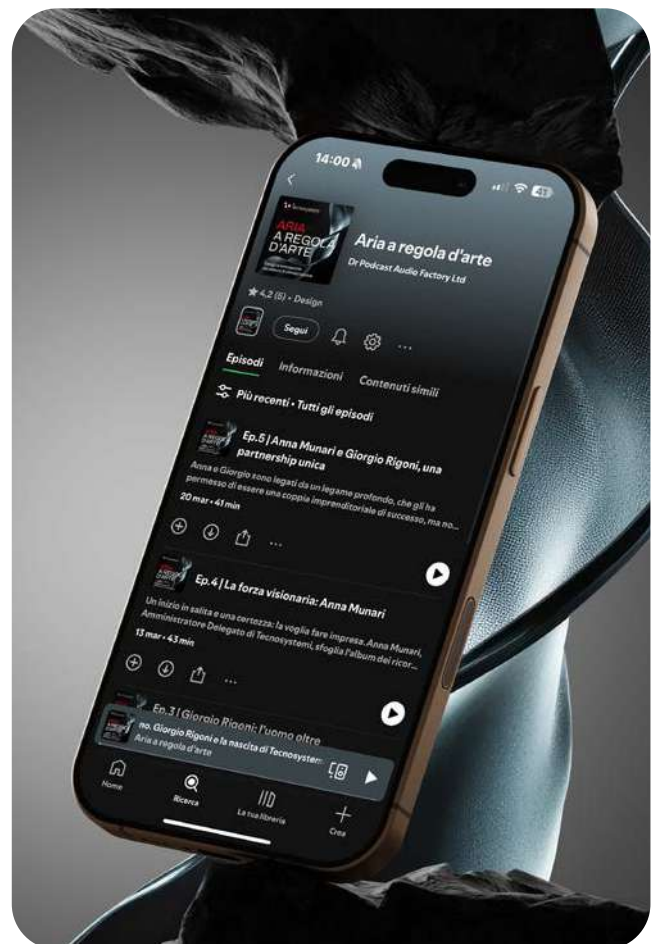
The podcast gives voice directly to the people, values, and expertise behind the organisation, enabling stakeholders to better understand Tecnosystemi’s culture, strategic choices, and long-term vision.

The first season focused on the Company’s entrepreneurial vision and corporate identity, exploring the governance model and the individuals who have guided Tecnosystemi’s growth. Through these conversations, the podcast illustrated the continuity between family ownership, corporate responsibility, manufacturing excellence, and long-term strategic thinking.

Accordingly, the first season primarily targeted institutional stakeholders, business partners, local communities, and value chain participants interested in understanding Tecnosystemi as a family-owned manufacturing company committed to sustainable growth.

The available data confirm the project’s ability to engage an audience interested not only in Tecnosystemi’s products, but also in the corporate culture that underpins the Company’s market positioning. In 2025, the first season’s episodes achieved between 11,260 and 16,019 views on YouTube. *Le radici di un sogno* (“The Roots of a Dream”) recorded 15,187 views, *La bellezza funzionale* (“Functional Beauty”) 16,019, the episode featuring Giorgio Rigoni 11,984, *La forza visionaria* (“Visionary Strength”) 11,260, and the episode with Anna Munari and Giorgio Rigoni 13,869. These figures are complemented by 284 total listens across audio streaming platforms during the February–March 2025 period.

The predominance of the video channel also demonstrates that the podcast functions as a multi-platform communication format, adapting to stakeholders’ preferred ways of consuming content while strengthening the Company’s online presence. Audience demographics provide further insight into the project’s reach: viewers aged 45–64 accounted for 58.69% of the audience, while the gender distribution was relatively balanced, with 54.8% male and 45.2% female viewers.



2025 Season at a Glance

Narrative focus	Primary target audience	YouTube performance	Audio platforms	ESG value
Governance, corporate identity, family continuity, and entrepreneurial vision.	Institutional stakeholders, local communities, business partners, value chain actors, and stakeholders interested in the Company's long-term resilience and solidity.	Five episodes with views ranging from 11,260 to 16,019.	284 total listens during the February–March 2025 period.	the podcast highlights the connection between corporate culture, governance, responsibility, and the Company's development model.

Starting in 2026, the project will evolve with a second season dedicated to Tecnosystemi's senior management team. The transition from governance to business functions expands the scope of the narrative: moving beyond the vision of ownership and executive leadership, the podcast will explore how this vision is translated into everyday processes, operational methods, quality standards, customer care, training, organisation, corporate identity, and attention to detail.

This evolution further strengthens the podcast's role as an internal and external stakeholder engagement tool. Internally, giving voice to senior managers recognises the contribution of those who lead teams and business processes, reinforcing a sense of belonging and shared responsibility across the organisation. Externally, sharing the perspectives of management communicates organisational reliability, operational strength, and the Company's ability to grow through increasingly structured expertise and capabilities.

The future development of the project will also include a stronger focus on the design community, identified by Tecnosystemi as a strategic technical and commercial channel. In this context, the podcast may become an even more targeted platform for building qualified dialogue with professionals who assess solutions by considering performance, indoor air quality, comfort, ease of installation, and sustainability as interconnected dimensions.

Project phase	Primary target audience	Strategic perspective
Season 1 – 2025	Institutional stakeholders, local communities, business partners, and value chain actors.	Communicates governance, corporate identity, family continuity, and entrepreneurial vision.
Season 2 – 2026	Internal stakeholders, senior management, value chain actors, and the market.	Brings the narrative closer to the organisation, highlighting managerial and operational expertise.
Designer-focused evolution – 2026	Designers, qualified installers, and technical communities.	Strengthens dialogue with a strategic technical and commercial audience for HVAC solutions.

Trade Fair Presence: Key Energy and MCE [ESRS 2 – SBM-2]

During 2025, Tecnosystemi participated in eight national and international sector trade fairs, confirming its continuous presence at the leading events serving the HVAC, energy, building systems, and high-efficiency construction markets. Trade fair participation represents a strategic market engagement lever: a direct opportunity to interact with partners and value chain stakeholders, strengthening dialogue and consolidating the Company's positioning.

Trade fair	Location and period	Main focus
BAU	Munich, Germany – January 2025	Construction, architecture, and building systems
Klimahouse	Bolzano, Italy – February 2025	Energy efficiency and sustainable buildings
KEY – The Energy Transition Expo	Rimini, Italy – March 2025	Energy transition, renewable energy, and efficiency
ISH	Frankfurt, Germany – March 2025	HVAC, water, and energy systems in buildings
Heat Pumps	April 2025	Heat pumps and consumption decarbonisation
Intersolar Europe	Munich, Germany – May 2025	Solar energy, photovoltaics, and the energy value chain
Installer Show	Birmingham, United Kingdom – June 2025	Installation, building systems, and renewable energy
Elemental London	London, United Kingdom – November 2025	Built environment, energy consumption, and emissions

Participation in these events represented a strategic element within Tecnosystemi's commercial activities and business development initiatives. Trade fairs enabled the Company to strengthen **relationships** and foster **direct discussions** on key topics, including application requirements, quality expectations, ease and flexibility of installation, efficiency, reliability, and the sustainability of the proposed solutions.

From this perspective, trade fairs also represent an effective stakeholder engagement tool: a context in which to listen to market needs, collect qualified feedback, identify technological trends, and transform dialogue with value chain actors into valuable inputs for commercial strategies, communication activities, and product development.

Continuous participation in leading sector events also supported Tecnosystemi's brand positioning activities, strengthening its image as a technical, innovative, and recognisable partner in the HVAC, energy efficiency, and advanced building systems markets. The decision to participate in trade fairs with different geographical coverage, target audiences, and thematic focuses reflects a commercial strategy increasingly oriented towards building qualified relationships: from dialogue with installers and distributors to engagement with designers, energy sector operators, and international stakeholders.

In this context, trade fair participation is fully integrated into Tecnosystemi's stakeholder engagement model, contributing to the visibility of its ability to combine **Made in Italy manufacturing excellence, technical innovation, market responsiveness, and a responsible approach to the ongoing transformation of the energy and building systems sectors.**

Governance and Management Systems

[ESRS 2 – GOV-1]
[ESRS 2 – GOV-2]



ESG Governance Structure [ESRS 2 – GOV-1] [ESRS 2 – GOV-2]



Tecnosystemi considers quality as a fundamental driver for supporting organisational evolution and strengthening the Company's ability to manage change. In a context characterised by industrial growth, expanding processes, and increasing managerial complexity, the integration of management systems, digital tools, and clearly defined responsibilities enables the organisation to become more robust, transparent, traceable, and focused on continuous improvement.

Tecnosystemi's sustainability governance model is structured across multiple interconnected levels, each with clearly defined responsibilities and dedicated operational tools. The adopted framework ensures that ESG-related decisions are overseen at the highest management level and embedded throughout the entire organisation..

Tecnosystemi's Board of Directors consists of three members: Giorgio Rigoni, Anna Munari, and Federica Rigoni. The gender composition includes two female members and one male member. In terms of age distribution, two members are over 50 years old, while one member belongs to the 30–50 age group. No non-executive directors are present. The Board actively participates in internal workshops and plays an integral role in defining, sharing, and monitoring corporate and strategic sustainability objectives. With regard to ESG governance, Tecnosystemi has chosen to combine the **Strategic Committee** and the **Sustainability Committee** into a single body. This structural choice reflects the Company's view that sustainability is inseparable from its business model. This configuration ensures that ESG priorities are integrated into all strategic decisions, rather than being treated as a separate or ancillary area.

The Committee includes representatives from the Company's main functions:

- Operations Management
- Sales Management
- Human Resources
- CFO
- Technical Department
- Sustainability
- Italian and International Sales
- Marketing
- Procurement
- Controlling
- Planning
- Quality
- Industrialisation and Production

The Committee meets on a quarterly basis. During each session, every department presents the progress achieved towards its assigned strategic objectives, together with the main challenges identified. The methodology adopted is based on departmental SWOT analysis and monitoring of shared action plans. The operational coordinators of the Committee are Federica Rigoni and Manuela Spadotto.

Sustainability Manager

The Company has appointed a dedicated ESG function responsible for coordinating sustainability activities. The role of Sustainability Manager and Impact Manager is held by Manuela Spadotto, who also serves as the Gender Equality Management System Manager (RSG) in accordance with UNI/PdR 125:2022, with a formal appointment effective from 1 October 2025. This role is responsible for coordinating the implementation of sustainability policies and supporting Management in decision-making processes related to the organisation's environmental and social impacts, through the definition and sharing of annual strategic objectives.

Supervisory Body (OdV)

During 2025, Tecnosystemi initiated the process for the adoption of the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/01, assigning the activity to an external law firm.

The process, completed in December 2025, included the following key phases: analysis and assessment of processes relevant to potential offences, interviews with identified key personnel, preparation of the gap analysis, and the adoption of the Organisation, Management and Control Model and the Code of Ethics.

The composition of the Supervisory Body reflects a mixed structure, with 50% of its members appointed from within the Organisation and 50% from outside the Organisation: Attorney Silvia Sardena, as Chair, and CFO Monica Zangrando.

Model 231 and Code of Ethics [ESRS G1-1] [ESRS G1-3] [ESRS S1-3] [ESRS G1-4] [ESRS 2 – MDR-P]

Tecnosystemi recognises governance, compliance with the law, and transparency as essential elements for supporting responsible growth aligned with its identity as a Benefit Corporation. The adoption of the Model 231, the central role of the Code of Ethics, and the management of reporting channels represent key instruments through which the Company strengthens roles, responsibilities, and expected behaviours, further consolidating its internal control system.

In December 2025, Tecnosystemi's Board of Directors approved the adoption of the Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231 of 8 June 2001. The Model is the outcome of a structured assessment process involving the Company's main functions, aimed at mapping sensitive processes, evaluating the effectiveness of existing controls, and defining the operational safeguards required to prevent the commission of relevant predicate offences applicable to the Company.

The adopted system consists of a General Section, which defines the regulatory framework, organisational structure, disciplinary system, and functioning of the Supervisory Body (OdV), as well as eleven operational protocols dedicated to areas considered to be most exposed to risk.

The Model is further complemented by nine technical annexes, including the list of offences relevant to Tecnosystemi, the table defining information flows towards the Supervisory Body, and the whistleblowing procedure.

Main Categories of Offences Covered by the Model



OFFENCES AGAINST PUBLIC ADMINISTRATION

These relate to the oversight of relationships with public authorities, permits and authorisations, direct assignments, and, more generally, all activities requiring transparency, traceability, and institutional integrity.



PRIVATE-SECTOR CORRUPTION OFFENCES

These address commercial and business relationships, partner selection, supplier management, gifts and hospitality, trade fairs, and business negotiations.



TAX OFFENCES

These concern the accuracy and reliability of administrative, documentary, and tax processes, as well as full compliance with applicable regulatory requirements.



HEALTH AND SAFETY OFFENCES

These protect people, workplaces, and compliance with preventive and protective measures throughout the Company's processes.



ENVIRONMENTAL OFFENCES

These concern the management of environmental impacts and compliance with legal obligations relating to environmental protection.



CUSTOMS AND SMUGGLING OFFENCES

These cover import and export activities and the correct management of cross-border regulatory requirements.



OFFENCES AGAINST INDIVIDUAL RIGHTS AND EMPLOYMENT OF INDIVIDUALS WITHOUT REGULAR RESIDENCE PERMIT

These emphasise the protection of individuals and the integrity and responsibility of the supply chain.

The adoption of the Model reflects a vision of compliance as a driver of governance and organisational improvement. The control system has been designed to define roles and responsibilities, strengthen segregation of duties, ensure that decisions can be verified ex post, and guarantee consistency between processes, procedures, and assigned responsibilities.

The most distinctive element of the path that Tecnosystemi will undertake in 2026 is the extension of the compliance framework to three additional risk areas: cybercrime and unlawful processing of data, offences relating to counterfeiting, alteration, or unlawful use of trademarks, patents, models, or designs, and offences concerning violations of European Union restrictive measures. This represents an act of responsibility and a coherent development of the Company's governance framework.

The extension to cybercrime offences strengthens controls over unauthorised access, improper use of systems and credentials, alteration or compromise of data, software, systems, and communications, as well as the requirement to use digital tools exclusively for business purposes and in compliance with corporate policies.

Tecnosystemi's Code of Ethics represents the value framework underpinning the Model 231. It is the document that sets out the principles, rights, duties, and responsibilities of all individuals who, in any capacity, operate within the Company or collaborate with it. It serves as a guidance tool for daily decision-making, organisational conduct, and the quality of internal and external relationships. The Code governs relationships within the Company, as well as relationships with suppliers, customers, public authorities, and covers environmental matters and the governance, internal control, and risk management systems. Its provisions apply to directors, employees, collaborators, and third parties who, on a permanent or temporary basis, engage with Tecnosystemi in pursuit of the Company's objectives.

The document was completed in December 2025 and constitutes an integral part of the Model 231. In 2026, the process will continue through the communication and dissemination of the Code and its systematic integration into relationships with all parties acting on behalf of Tecnosystemi.

Principles of the Code of Ethics:





The Code also highlights the responsibility of all recipients to promote compliance with its principles and to communicate its contents to the parties with whom the Company engages. Violations of the principles and rules set out in the Code are also relevant from both a disciplinary and contractual perspective, confirming the substantial role that the document plays within the Company's governance system.

2026 Objective: Communication to All Stakeholders

In 2026, the Company will complete the process of disseminating the Code of Ethics to all stakeholders—including employees, agents, suppliers, consultants, partners, and third parties—transforming a document with clearly defined principles into a fully shared and effectively implemented governance tool.

The process includes the formal integration of the Code within the Company's oversight framework, its distribution to all employees and collaborators together with dedicated training activities, publication through corporate communication channels, and the inclusion of specific Code compliance clauses in agreements with external counterparties.

The **Whistleblowing Reporting System implemented** by Tecnosystemi has been established to promote the identification and reporting of conduct that breaches the law, the 231 Organizational Model, or the principles of corporate integrity, while ensuring confidentiality, protection of the reporting person, and fairness throughout the investigation process.

The system is available to all individuals who, in various capacities, are involved in the Company’s working environment, including employees, directors, collaborators, consultants, and other parties who operate in connection with Tecnosystemi. Reports must be detailed, based on factual and truthful information, and related to significant violations of national or European Union law, unlawful conduct relevant pursuant to Legislative Decree 231/2001, or breaches of the Organizational Model

Main reportable violations



The Company protects reporting persons acting in good faith against any form of direct or indirect retaliation and ensures the confidentiality of the identities of the reporting person, the facilitator, and the individuals involved, within the limits and according to the procedures established by applicable legislation. The system is therefore designed not only as a compliance safeguard, but also as a tool for responsible cooperation and for promoting a culture of legality.

How the system works



DIGITAL CHANNEL

dedicated platform accessible through the website tecnosystemi.com, designed to ensure confidentiality, the separation of the reporting person's identity from the content of the report, and appropriate data security measures.



TIMEFRAMES

An acknowledgement of receipt is provided within 7 days, and feedback is provided to the reporting person within 3 months.



CONTENT OF THE REPORT

Reports must be detailed, refer to truthful facts, and, where possible, be accompanied by information or supporting evidence useful for verifying their validity.



ORAL CHANNEL

Reports may be submitted verbally or through a direct meeting with the Whistleblowing Manager.



EXTERNAL CHANNEL

The possibility of submitting a report through the ANAC external reporting channel remains available in the cases provided for by applicable legislation.

All Tecnosystemi personnel, both office-based and production employees, have been trained and informed about this reporting system. In addition, a monthly internal communication campaign is displayed on company screens to remind employees of its purpose, content, and operating procedures.



Quality as a Strategic Driver [ESRS 2 – MDR-P]



Tecnosystemi interprets quality as a cross-functional strategic driver, capable of connecting product reliability, customer care and satisfaction, environmental stewardship, governance, strategic analysis of risks and opportunities, and continuous improvement.

The Integrated Management System represents the framework through which the company translates its commitments into shared processes, responsibilities, controls, and operational tools.



Integrated Management System and ISO Certifications [ESRS 2 – MDR-P] [ESRS S1-17] [ESRS S1-14] [ESRS E3]

During 2025, Tecnosystemi strengthened an Integrated Management System that brings together quality, environmental management, occupational health and safety, gender equality, and sustainability within a single process governance framework. Within this approach, ISO certifications are evolving into coordinated standards that are translated into roles, procedures, responsibilities, monitoring activities, training programmes, audits, periodic reviews, and continuous improvement tools.

Active Certifications	Validity
ISO 9001:2015	Valid from 05/08/2024 to 06/02/2027
ISO 14001:2015	Valid from 06/02/2024 to 06/02/2027
ISO 45001:2018	Valid from 28/12/2023 to 28/12/2026
UNI/PdR 125:2022	Valid from 19/03/2026 to 18/03/2029

The **Integrated Policy** makes this approach explicit. The document positions the management systems within a broader vision that also encompasses data protection, gender equality, sustainability, and transparency. For Tecnosystemi, integration therefore has a substantive meaning: the company's strategic objectives and directions are translated into a unified governance framework, requiring the involvement of internal and external stakeholders, the training and awareness of people, interdisciplinary collaboration among different functions, and an approach consistently based on risk analysis.

The Integrated Policy is the document that brings together the different management systems and aligns them within a single organisational language. Through this policy, Tecnosystemi defines its guiding principles, clarifies cross-functional responsibilities, drives continuous improvement, and ensures the verifiable consistency between quality, environment, safety, ethics, data protection, gender equality, and sustainability.

Its value therefore lies not only in declaring commitments, but also in providing a common framework within which all functions are required to operate: a framework that helps prevent fragmentation, enables a unified approach to risk assessment, and transforms sustainability into an ordinary criterion for business management.



The **guiding principles** outlined in the Policy become shared reference criteria for technical, organisational, commercial, and compliance-related decisions. An additional strength of the Policy is the extension of its scope beyond the three existing ISO certifications. The document also incorporates data protection, ethical principles, and gender equality.

Integrated Policy Area	Key Content and Management Guidelines
Quality	Management links quality to internal policies and procedures, commercial transparency, product and customer service quality, advanced training, sophisticated management software, process traceability, supplier monitoring, pre- and after-sales support, and investment in technological development.
Environment	The environmental commitment is defined as a structural reduction of impacts and includes certified renewable energy, the reduction of energy and water consumption, waste management, LCA and EPD assessments, organisational carbon footprint measurement, energy audits, circular economy initiatives, sustainable materials, a decarbonisation plan, urban reforestation, and packaging optimisation.
Health and Safety	The Policy confirms the central role of the Occupational Health and Safety Management System (OHSMS) and commits the company to promoting risk awareness, updating training programmes, consulting employees through Workers' Safety Representatives (RLS) and periodic meetings, fostering internal and external cooperation, prioritising prevention and event investigations, and periodically reviewing the Policy, objectives, and implementation of the system.
Ethics and Governance	The ethical dimension includes transparent relationships with stakeholders, a respectful working environment, equal opportunities throughout the employment relationship, the fulfilment of stakeholder expectations, and the maintenance of the Code of Ethics and the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001.
Data Protection	The Policy incorporates GDPR safeguards through the mapping of processing activities, the updating of processing registers, impact assessments, consent management, the privacy organisational structure, data retention procedures, information systems regulations, data breach management, and supporting IT tools.
Gender Equality	The Policy refers to the adoption pathway of the Gender Equality Management System, based on inclusion, transparency, employee development, personal protection, the prevention of discrimination and harassment, the promotion of an organisational culture that respects diversity, and support for work-life balance.

In 2025, the **health** and **safety** system demonstrated its ability to translate the Policy into concrete organisational practices, shared responsibilities, control processes, and preventive actions. The Integrated Policy clearly states that occupational health and safety must be considered a priority, that risks must be communicated to all relevant employees, that training must be provided and regularly updated, that employee consultation must be ensured also through the Workers' Safety Representative (RLS), and that all company functions are required to contribute, according to their respective responsibilities, to the achievement of annual objectives.

In 2025, the system also demonstrated an important element of organisational maturity: the management of **accidents** and **near misses** was not treated merely as the recording of an event, but as the activation of a structured process involving root-cause analysis, the definition of corrective actions, and internal reporting. Each accident is subject to a summary report including a detailed analysis of causes and the definition of corrective actions, mainly focused on training and awareness-raising activities. Accidents and near misses are included in reporting to the Supervisory Body (Organismo di Vigilanza), while employees are required to promptly report situations potentially exposing them to risks to their designated contacts.

Indicator	2025 Value / Evidence
Number of work-related recordable injuries	2
Hours worked by a full-time employee	1,850
Total number of hours worked	321,537
Recordable injury rate	1.24
Number of fatalities resulting from work-related injuries or illnesses	0
Employees subject to health surveillance (scheduled medical examinations)	194
Employees who underwent occupational health medical examinations (checks performed)	194

Source: Internal HR management system

¹The injury rate indicates the number of recordable injuries occurring per 200,000 hours worked. The 200,000-hour benchmark is a reference standard and approximately corresponds to the work performed in one year by 100 full-time employees, assuming 2,000 hours worked per year by each employee.

Gender Equality and an Inclusive Workplace

[ESRS S1-1] [ESRS 2 – MDR-P] [ESRS 2 – MDR-T]
[ESRS S1-9] [ESRS 2 – MDR-A]



In 2025, Tecnosystemi launched the process to obtain the UNI/ PdR 125:2022 certification on gender equality, initiating the first systematic reporting cycle of its dedicated Management System, structured around the six thematic areas established by the standard: recruitment and selection, career management, pay equity, parenthood and care, work-life balance, and prevention of harassment.

During 2025, Tecnosystemi worked towards achieving UNI/ PdR 125:2022 certification. A pre-audit was conducted with an external certification body, which subsequently led to the start of the audit process and the achievement of certification in March 2026.

The practice, published by UNI in March 2022, defines the guidelines and KPIs through which organisations can structure and make their gender equality policies measurable and verifiable, organising the management system around six thematic areas: recruitment and selection, career management, pay equity, parenthood and care, work-life balance, and prevention of harassment.

The certification process involves an assessment by an accredited third-party body, which verifies the consistency between declared principles, implemented processes, and results measured through specific indicators. Maintaining certification requires an annual update of the system and periodic reporting on progress achieved.

The decision to undertake this pathway is fully consistent with Tecnosystemi's broader trajectory as a Benefit Corporation (Società Benefit), in which responsibility towards people represents one of the four common benefit purposes formally established in the company's Articles of Association. The adoption of a structured gender equality management system follows the same logic that guided the integration of ISO management systems for quality, environment, and safety: making commitments measurable, manageable, and verifiable that would otherwise remain limited to statements of intent.

To ensure the effective and structured implementation of the management system, Tecnosystemi established an interfunctional **Gender Equality Steering Committee** and appointed a **Gender Equality Management System Manager**, in the person of Manuela Spadotto, Sustainability Manager. The composition of the Committee reflects the decision to involve the company functions most relevant to implementing equality policies, ensuring that the topic is not managed solely by HR, but supported through the direct contribution of Management, governance, control functions, and sustainability.

Gender Equality Steering Committee	Function
Federica Rigoni	Board of Directors
Christian De Mar	Company Management
Manuela Spadotto	Sustainability Manager – UNI/PdR 125:2022 Gender Equality Management System Manager
Ketty Paola Mazzer	HR Manager
Antonello Palamin	Quality Manager
Monica Zangrando	CFO

The Committee is responsible for monitoring the effectiveness of the measures adopted, ensuring compliance with the standard, and promoting the dissemination of an inclusive culture throughout the organisation. It also provides internal reference points for employees who may need support in relation to individual circumstances.

The framework within which the Committee operates is the **2025–2028 Strategic Gender Equality Plan**, published on 1 December 2025. The public policy document, endorsed by General Management, was made available across all organisational levels through a dedicated presentation session and published on the company's institutional website. The Plan covers a three-year period and defines, for each of the six thematic areas established by the standard, the organisation's specific objectives, planned actions, responsible functions, allocated budgets, and monitoring KPIs.

Recruitment and Selection [ESRS S1-1]

Tecnosystemi's recruitment and selection process is based exclusively on criteria related to candidates' technical and transversal skills. Job advertisements are published through channels that allow role requirements to be described objectively, without references to personal characteristics or demographic information. The screening phase excludes information relating to candidates' family status, while interviews are structured to avoid collecting data concerning marriage, pregnancy, caring responsibilities, or personal orientation. The entire process, from profile definition to onboarding, is formalised within the internal recruitment procedure, prepared in accordance with UNI/PdR 125:2022.

Career Management, Promotions and Professional Opportunities [ESRS S1-1]

The analysis identified an area for improvement concerning communication of available career opportunities: employee surveys highlighted that information regarding open positions is not always perceived as sufficiently transparent and accessible. In response, the Plan provides for the systematic publication of open positions on the Zucchetti corporate intranet and on internal plant notice boards, with the aim of making development opportunities accessible to all, encouraging internal applications, and enabling potential candidates to prepare effectively. The coverage target is set at 100% of open recruitment searches, with quarterly monitoring and completion expected by June 2026.

Pay Equity and Remuneration Transparency [ESRS S1-10] [ESRS S1-16]

Tecnosystemi's remuneration structure is based on job classification levels and salary tables established by the Metalworking Industry Collective Labour Agreement (CCNL Metalmeccanica Industria), applied consistently without gender-based differences. Monitoring of job classifications in relation to assigned responsibilities is carried out continuously, and the overall pay gap identified remains within the parameters established by UNI/PdR 125:2022.

The corporate welfare plan is structured to respond to the needs of different age groups and genders within the workforce.

The analysis identified the main area for improvement as limited awareness of the tools available for reporting potential perceptions of pay inequality. Internal surveys showed that some employees are not fully aware of the channels available should they need to raise concerns.

The Plan includes two actions to address this issue:

- publication and communication of a clear and accessible remuneration policy for all employees;
- expansion of available reporting channels, combined with greater awareness of existing tools and training activities within the corporate Academy focused on understanding payslips correctly.

Parenthood and Care [ESRS S1-15] [ESRS S1-11]

Support for parenthood represents one of the areas in which Tecnosystemi expresses its commitment with the greatest level of concreteness and structure. The set of measures already in place, formalised in the Parenthood Support Policy effective from 1 February 2026, goes significantly beyond legal requirements and reflects a clear organisational belief: parenthood is a phase of professional and personal life requiring structured support, not merely statutory protection.

Operational measures supporting parenthood and care

- Guarantee of return to the same position, or an equivalent one, following maternity or paternity leave, while maintaining previous economic conditions.
- Integration of the INPS allowance up to 100% during mandatory maternity leave (legal requirement: 80%).
- Five additional fully paid days of paternity leave, in addition to the ten days required by law, for births occurring from 2026 onwards.
- Flexible welfare plan of €1,000 per employee per year, usable for summer camps, nursery fees, purchase of school books, and reimbursement of school transport costs, according to individual parental needs.
- Annual scholarship for employees' children graduating from secondary school or university with qualifying grades, awarded by December each year.
- Flexible start time (from 8:30 to 9:00) to support management of children's school commitments, applicable to all office-based employees.
- Coaching and reintegration programme following parental leave, with a dedicated mentor supporting gradual return to the organisational environment.
- Voluntary participation in training programmes and updates during leave, to maintain connection with evolving company processes and tools.
- Provision of healthcare services directly at the workplace during working hours, supporting work-life organisation.

Work-Life Balance [ESRS S1-15]

With regard to work-life balance, the system already in place includes flexible start times for office-based employees and the provision of healthcare services at the workplace during working hours. These measures contribute to reducing the organisational challenges associated with employees' daily lives. The corporate welfare plan also offers a range of services that can be tailored according to individual needs.

The analysis identified two areas for improvement. The first concerns meeting organisation: the scheduling of meetings does not always take into account time slots compatible with part-time contracts, potentially limiting the participation of some employees in update sessions and discussions on ongoing projects. The second relates to the absence of practical proximity services capable of supporting employees' personal organisation during the working day.

The Plan includes two actions to be implemented by the end of March 2026:

- enabling meetings to be recorded and made available through the corporate Academy, allowing part-time employees to access content according to their own schedules;
- activating an on-site laundry service and logistics hub directly at the workplace.

Monitoring is scheduled for 31 March 2026, with a KPI based on completion of the planned actions within the established timeframe.

Prevention of Harassment [ESRS S1-17] [ESRS S1-3]

At Tecnosystemi, the prevention of harassment is addressed through complementary approaches: the regulatory and procedural framework, cultural awareness initiatives, and reporting mechanisms.

From a procedural perspective, the whistleblowing reporting management system is fully operational and compliant with Italian Legislative Decree 24/2023. All employees have received specific training on the reporting tool and its procedures for use.

From a cultural perspective, the company's commitment has progressively translated into a series of initiatives involving both the internal organisational dimension and the wider local community.

Within the company plants, an area dedicated to raising awareness of gender-based violence has been created, displaying tapestries produced as part of the Viva Vittoria Association project. The artworks, created by women from the Asiago area, commemorate victims of violence and contribute to keeping awareness of the issue alive.

Nine screens installed across plants and offices continuously broadcast internal communications, including content on inclusive language and gender equality topics, contributing to the ongoing development of a shared organisational culture. In November 2025, the company organised the theatre performance "Controcorrente", dedicated to the stories of thirteen women who had to assert their presence and their voices in contexts historically dominated by male culture. The initiative forms part of a broader programme of thematic cultural events designed as tools for training and awareness raising.

The analysis highlighted that communication regarding how to use the whistleblowing system is not always equally effective or consistently understood across the entire workforce. The Plan defines three improvement objectives in response to this finding.

Strategic Plan 2025–2028 Objectives – Prevention of Harassment

OBJECTIVE 1

Improve communication on tools supporting inclusion and equal opportunities

OBJECTIVE 2

Activate an external psychological support service.

OBJECTIVE 3

Promote a zero-tolerance culture through training for first-line managers.

Inclusive Language as an Organisational Tool [ESRS S1-1]

Alongside the development of its Gender Equality Management System, Tecnosystemi has developed and adopted the **Manifesto for Inclusive Language and Respectful Communication**, an operational document defining guidelines for the use of diversity-respecting language across all internal and external corporate communications.

The Manifesto is based on a principle considered fundamental by the organisation: language is not a marginal or merely formal aspect of corporate life, but a tool through which culture is built, role expectations are shaped, and values are conveyed. Seemingly neutral linguistic choices — such as the systematic use of the generic masculine form to refer to mixed groups — can have tangible effects on perceptions of inclusion and representation within the organisation.

“ Words reflect reality. At the same time, words contribute to changing reality. ”

The Manifesto also includes a dedicated section on tone of voice in everyday organisational communication, extending the principle of inclusiveness from gender representation to the overall quality of interactions. The guidelines provide recommendations on how to formulate requests so that they do not take the form of unilateral instructions, how to provide feedback focused on observable behaviours and oriented towards improvement, how to use the first-person plural to foster a sense of shared rather than hierarchical responsibility, and how to conclude communications while keeping opportunities for dialogue and clarification open.

The Manifesto has been distributed to the entire company population and is applied in everyday communication practices, from job advertisements published on recruitment platforms to internal HR communications, from operational notices to corporate communication tools.

Our Impact on Human Capital, the Local Community and Society

[ESRS S1-1]
[ESRS S3]



Human Capital and Welfare [ESRS S1-1]



Tecnosystemi recognises its human capital as a key strategic asset for the creation of long-term sustainable value.

People represent the driving force through which the company achieves its industrial, social, and environmental objectives, in line with its identity as a Benefit Corporation (Società Benefit). From this perspective, the organisation promotes a working environment founded on well-being, safety, inclusion, and skills development.

Tecnosystemi’s Human Capital [ESRS S1-6] [ESRS S1-7] [ESRS S1-8] [ESRS S1-9] [ESRS S1-12]

During 2025, Tecnosystemi’s growth was also reflected in the **evolution of its workforce**, confirming the **central role of people** in the company’s development journey. The workforce reached 194 employees as of 31 December, up from 166 employees in 2024, representing a 16.9% increase. This figure reflects an expanding organisation that is strengthening its industrial footprint while integrating new skills and maintaining a stable employment base.

The composition of the workforce highlights several particularly significant aspects. Female employees account for 39.2% of the total workforce, a relevant figure within the manufacturing sector and a confirmation of Tecnosystemi’s commitment to progressively improving gender balance. The age structure also demonstrates a good balance between operational continuity, experience, and generational renewal, supported by the presence of employees across different age groups. In addition, the inclusion of eight employees with disabilities confirms the company’s commitment to valuing diversity within the workplace.

A further distinctive element is the stability of employment relationships: 94.8% of employees are employed on permanent contracts. This employment structure reflects the company’s commitment to building medium- to long-term professional relationships, supporting the continuity of expertise and the development of people within the organisation.

Human Capital by the Numbers



Employment trends in 2025 were primarily driven by recruitment, with 51 new hires and 23 departures, resulting in a total of 74 workforce movements and a turnover rate of 12.78%. The figure reflects an expanding organisation in which workforce growth prevails over simple employee turnover. The entire company workforce is also covered by the relevant applicable Collective Labour Agreement (CCNL).

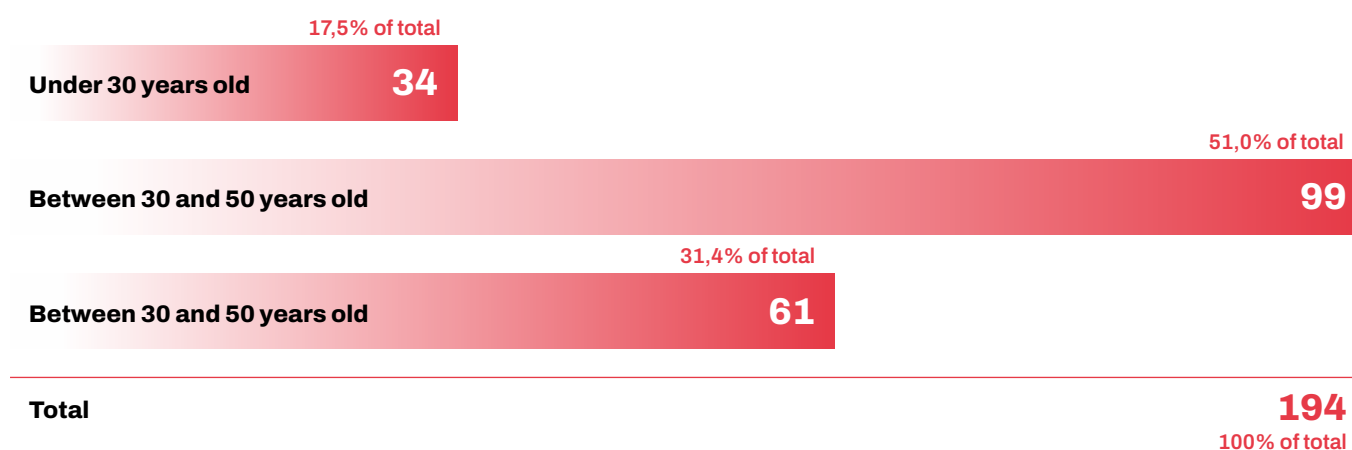
Indicator	Value
Employees as of 31 December 2025	194
Average annual number of employees	177.53
New hires	51
Departures	23
Turnover rate	12.78%
CCNL coverage	100%

Source: Internal HR management system

From a workforce composition perspective, the employee population consists of 76 women and 118 men, representing 39.2% and 60.8% of the total workforce respectively. The age structure includes 34 employees under 30, 99 employees aged between 30 and 50, and 61 employees over 50, outlining a balance between operational continuity, experience, and generational renewal. Employees with disabilities represent 4.1% of the workforce, corresponding to 8 employees.



Source: Internal HR management system



Source: Internal HR management system

The contractual structure also confirms a stable employment base: 184 employees are employed on permanent contracts and 10 on fixed-term contracts, representing 94.8% and 5.2% of the total workforce respectively. Stability is confirmed both among female employees, with 73 permanent contracts out of 76 women, and among male employees, with 111 permanent contracts out of 118 men.

Contract Type	Women	Men	Total	% of total
Permanent contract	73	111	184	94.8%
Fixed-term contract	3	7	10	5.2%
Total	76	118	194	100%

Source: Internal HR management system

Tecnosystemi's governance structure reflects the company's commitment to equality and inclusion principles within decision-making processes. Although the executive management level currently includes only one male figure, the Board of Directors consists of three members, with female representation forming the majority: two female members and one male member.

This structure confirms significant female representation in the company's strategic and governance roles and strengthens the alignment between the company's commitments on gender equality and the actual composition of its governance bodies.

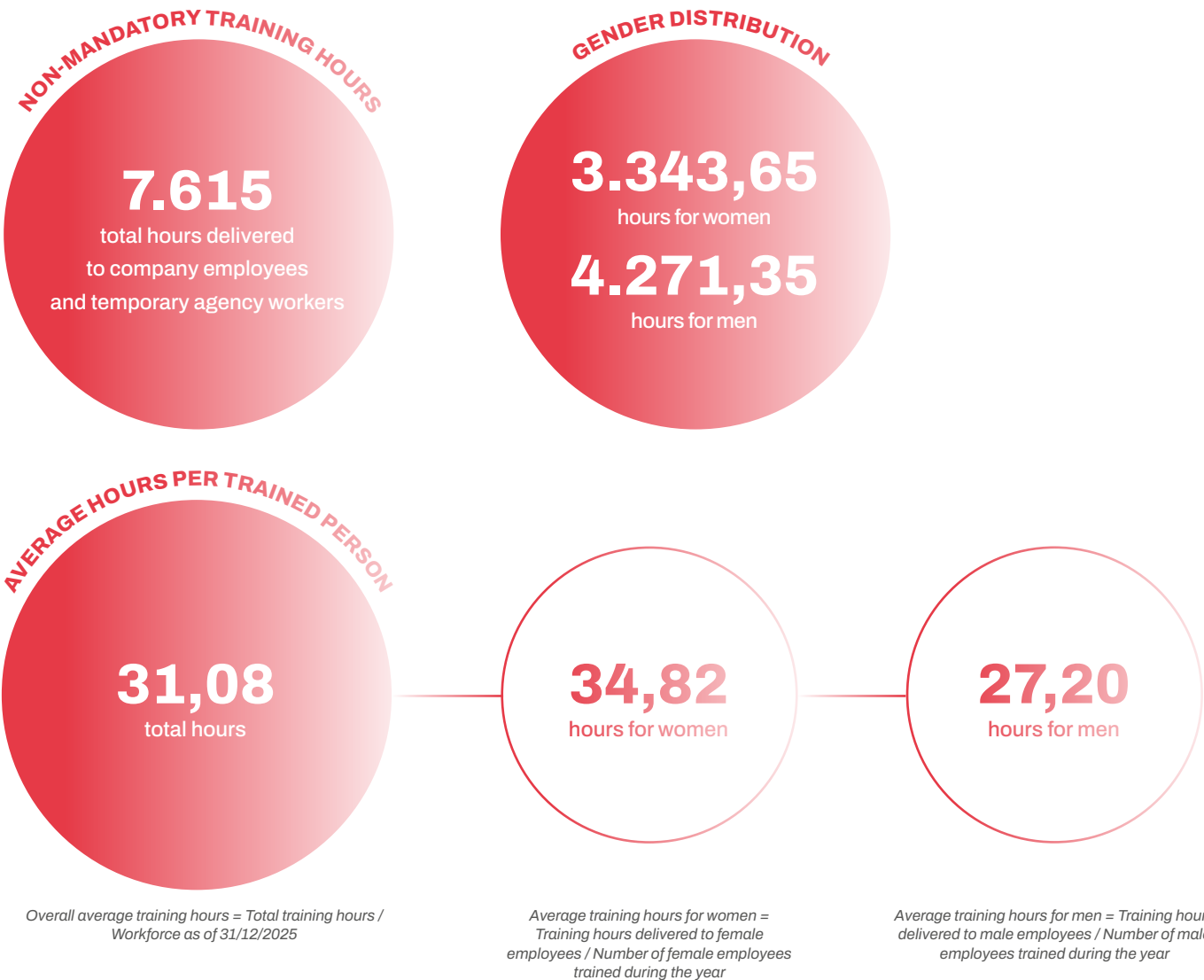
In a sector historically characterised by a predominantly male workforce, the presence of women within the decision-making body represents a particularly significant element, contributing to a more balanced, diverse, and representative leadership structure.

Governance Body Composition	Value as of 31/12/2025
Governance body present	Yes
Female members of governance body	2
Male members of governance body	1
Female/male ratio within governance body	2.0 (female majority)

Source: Company Articles of Association

Training and Skills Development [ESRS S1-13]

Tecnosystemi considers training a key lever for supporting organisational growth and the evolution of internal capabilities. In a phase characterised by workforce expansion, the introduction of new professional profiles, and the strengthening of the managerial structure, the company promotes training pathways capable of involving people throughout their professional journey: from onboarding to technical development, from ESG culture to process digitalisation.



The overall average was calculated by dividing total training hours by the workforce in place as of 31/12/2025, including both employees and temporary agency workers. The gender-specific averages were calculated by dividing the training hours delivered to each gender by the number of male and female employees and temporary agency workers who received training during the reporting year.

2025 Training Activities Developed Along Four Main Areas:

Technical

Training programmes in the technical area supported the onboarding and professional development of new employees joining the company, through induction activities and on-the-job training directly within production departments. Training focused on specialised technical skills related to manufacturing processes, including packaging, bending, copper insulation, plenum and sheet metal processing, picking activities, and HVAC system design. The objective was to consolidate internal know-how and promote greater integration between functions and departments.

ESG

ESG training supported the dissemination of a sustainability culture across different company functions, strengthening awareness of social, environmental, and governance topics. Training pathways covered gender equality, UNI/PdR 125 auditor training, privacy and GDPR requirements, as well as eco-design principles and corporate conduct guidelines. These initiatives contributed to making sustainability an integral part of organisational processes and corporate culture, with a positive impact also on the company's attractiveness towards younger generations.

Digital

Digital training supported Tecnosystemi's progressive organisational strengthening through programmes focused on process efficiency and the adoption of shared tools. Training activities covered time registration and MES controls, CPM utilisation, advanced Excel functionalities, and the application of artificial intelligence to business processes and recruitment activities. Further in-depth sessions were dedicated to digital tools for website management, information flows, and internal processes, fostering greater operational integration among different company functions.

Managerial

Managerial training accompanied the company's evolution towards an increasingly structured and managerial organisation, supporting the growth of first-line managers and the consolidation of a common language across different functions. Training programmes covered effective business process management, inclusive management, leadership and team leadership, project management, customer experience, procurement management, negotiation, and conflict management. This pathway also included the strengthening of the MBO system and reciprocal feedback processes, introduced to encourage shared accountability, continuous dialogue, and the development of organisational capabilities.

Corporate Welfare [ESRS S1-11] [ESRS S1-15]

Tecnosystemi considers corporate welfare a concrete lever for social sustainability and care for people. In line with its identity as a Benefit Corporation (Società Benefit), the company promotes tools designed to respond to the daily needs of employees and their families, supporting well-being, health, parenthood, training, and work-life balance.

During 2025, Tecnosystemi further structured its corporate welfare system by introducing a formalised plan with defined access rules, annual duration, a dedicated individual allowance, and a platform reserved for employees. The company policy, effective from 24 February to 31 December 2025, provided each eligible employee with a €1,000 welfare allowance, which could be used for socially and welfare-oriented goods and services selected according to individual needs.



FLEXIBLE WELFARE AND INDIVIDUAL ALLOWANCE

Through a dedicated platform, each employee has access to an annual welfare allowance of €1,000, which can be used according to personal and family needs.



ORGANISATIONAL WELL-BEING AND WORK-LIFE BALANCE

Flexible start times for office-based employees and free company canteen services available both to employees and temporary agency workers.



EDUCATION AND SUPPORT FOR STUDIES

Scholarships are provided for employees' children completing secondary school diplomas and university degrees. In particular, a financial contribution of €500 is awarded to children who, in 2025, achieved a diploma from technical institutes or a bachelor's degree with a qualifying grade, supporting merit and educational pathways.



HEALTH AND PREVENTION

A structured health prevention and protection programme, including free blood tests carried out directly at the company premises, one free specialist medical examination selected from a wide range of available packages, and the renewal of the "Critical Illness" insurance policy supporting healthcare coverage. The policy also includes an additional free specialist medical examination for employees.

Reducing the costs and organisational complexities typically associated with work-life balance, supporting parenthood and educational pathways, providing assistance tools, and expanding access to useful services means directly improving the quality of working life. From this perspective, welfare is not considered an additional benefit, but rather a social sustainability lever that strengthens individual well-being, work-life balance, and employees' sense of belonging to the organisation.

2026 Welfare Plan – Main New Developments



NEW PARENTHOOD SUPPORT MEASURES

Among the main developments is the strengthening of measures dedicated to parenthood. For new births, the company will introduce an additional five days of fully paid paternity leave, bringing the total entitlement to 15 days. This measure is complemented by a €200 welfare contribution for summer camps, supporting families in managing school holiday periods and balancing professional and family responsibilities.



NEW SERVICES SUPPORTING DAILY WELL-BEING

New services are planned to support daily well-being and work-life balance, including the introduction of an on-site laundry service and a company locker facility, with the aim of simplifying the management of personal needs and improving quality of life in the workplace.

Territory and Community [ESRS S3]



Attention to the territory and local communities represents a central element for Tecnosystemi, reflecting an awareness of its responsibility as a corporate citizen. This responsibility leads the company to address issues and themes that go beyond traditional business objectives and extend beyond organisational boundaries.

The company supports initiatives capable of generating social, cultural, and relational value within the communities where it operates, with particular attention to inclusion, health, education, and the enhancement of local organisations and initiatives.

Donations and Support for the Local Community [ESRS S3]

In 2024 and 2025, the company strengthened its commitment not only towards the local community of Vittorio Veneto, where its production sites are located, but also towards the Asiago area, the home territory of the company's management, and more broadly the Veneto region.

From this perspective, donations are part of a corporate citizenship approach consistent with Tecnosystemi's identity as a Benefit Corporation (Società Benefit).

The selection of organisations and initiatives to support is based on criteria of alignment with **company values, local roots, and continuity of relationships**. During the reporting period, initiatives developed along three main areas:

- **support for medical-scientific research and healthcare assistance;**
- **promotion of equal opportunities and social inclusion;**
- **enhancement of culture, associations, and sports initiatives**

Donations and Community Support 2025 – Summary

Memberships and Sponsorships

€163,704 in donations, memberships, and sponsorships supporting social, cultural, local community, and sports initiatives.

Support for the Local Community

A widespread commitment supporting communities in Vittorio Veneto, Conegliano, Castelfranco Veneto, Asiago, and, more broadly, the Veneto region.

Relations with Local Organisations

A long-term approach based on ongoing relationships with local organisations capable of generating measurable and tangible impact.

With regard to research, prevention, and healthcare support, Tecnosystemi has maintained an ongoing relationship with **LILT – Lega Italiana per la Lotta contro i Tumori**, Vittorio Veneto Branch. In 2024, the contribution amounted to €3,120, in a context where the company chose to allocate greater resources to other social and territorial priorities. In 2025, the commitment was further strengthened, with a €6,550 donation linked to the purchase of solidarity Easter focaccias for employees and to support the purchase of a minibus dedicated to transporting oncology patients.

A particularly significant result was achieved in the area of **equal opportunities and social inclusion**. Already in 2024, Tecnosystemi exceeded its targets by allocating more than €50,000 to six organisations, compared with an initial objective of €40,000 and four organisations to be supported.

In 2025, this commitment included:

- a €12,000 contribution to **I Bambini delle Fate** for inclusion projects supporting children and adolescents with disabilities and autism;
- a donation of more than €10,000 to **Cooperativa Sociale San Matteo e San Luigi**, which involves young people with disabilities in the artistic decoration of bottles donated annually by Tecnosystemi;
- a €3,000 contribution to **Associazione Il Pesco for the “Ricarearti”** project and the creation of the Eco-Rete exhibition at Tecnosystemi's premises, focused on the creative reuse of industrial waste and on the activation of participation pathways involving people in vulnerable situations.

The ECO-RETE by Ricrearti Exhibition

On the occasion of the first “Sustainability Week” promoted by Confindustria Veneto Est in 2022, Ricrearti developed an experimental project focused on the reuse, including cross-sector reuse, of industrial waste. The initiative involved **Associazione Il Pesco, Associazione Piccola Comunità**, artists, professionals, and schools.

The project laid the foundations for a new approach to circular economy, which became known as “ECO-RETE SOSTENIBILE by Ricrearti”.

Raising awareness among companies on the value of industrial waste as a resource, promoting environmental protection, and creating new opportunities — including employment opportunities — are among the key objectives of the initiative, which is fully aligned with the United Nations Sustainable Development Goals. Developed in collaboration with the network of entrepreneurs belonging to the Sustainability **Group of Confindustria Veneto Est**, the initiative has evolved into a travelling exhibition hosted annually by companies, accompanied by eco-events open to schools and the wider community.

Tecnosystemi's commitment to inclusion has also extended to the **digital sphere** since the previous year. This was achieved through the integration of the **OpenAble** accessibility solution, developed by Neosperience, into the company website.

The platform, equipped with more than forty customisable configurations and eight accessibility profiles, enables users to adapt the browsing experience according to the needs of people with different requirements, including people with disabilities. This strengthens the consistency between the company's commitment to social inclusion and the accessibility of its digital channels.

Main Organisations and Supported Projects



"I BAMBINI DELLE FATE" ASSOCIATION

Social inclusion projects supporting children and young people with disabilities and autism.



SAN MATTEO E SAN LUIGI SOCIAL COOPERATIVE

Artistic decoration of bottles by young people with disabilities.



ECO-RETE BY RICREARTI EXHIBITION

Creative reuse of industrial waste and the Eco-Rete exhibition hosted at Tecnosystemi.



LILT VITTORIO VENETO

Cancer prevention initiatives and transport support for oncology patients.



SOROPTIMIST AND THEATRE DA PONTE

The performance "Contro la Corrente", addressing violence against women and promoting gender equality.



CUOA BUSINESS SCHOOL - Supporting Member
TEDX CONEGLIANO - 2025 Edition

Alongside its social commitment, Tecnosystemi has continued to invest significantly in the promotion of culture, territorial relationships, and sport. In 2024, contributions dedicated to these areas reached €32,000, benefiting six organisations and educational institutions and significantly exceeding the initial target.

In 2025, the scope of activities further expanded: €5,000 were allocated to the “Aperitivo con l'autore” cultural event series promoted by **Brazzale S.p.A.**; €1,600 to Soroptimist International and **Teatro Da Ponte** for the performance “Contro la Corrente”; €3,000 to **TEDx Conegliano APS** for the cultural promotion of the territory; €5,000 to **CUOA Business School** as a supporting member; €52,000 to associations engaged in the tourism and cultural promotion of the Asiago Plateau and the Seven Municipalities area; and €65,550 for the sponsorship of local sports organisations, continuing the support already provided to initiatives such as **Pallavolo Susegana ASD**, **HC Asiago Junior 1935 ASD**, and **Asiago Hockey 1935**.

Tecnosystemi's commitment to the territory extends beyond financial support. In 2025, the company defined a consolidation pathway focused on younger generations, based on dedicated events held both at company premises and in schools, more structured communication with local educational institutions, the development of internship and work-based learning projects, and collaboration with organisations such as **Confindustria Veneto Est**, **Confapi**, and **CUOA Business School**.

This approach strengthens the generative dimension of the company's presence in the territory by connecting business culture, career guidance, education, training, and employability, contributing to the creation of long-term shared value within local communities.

Participation in the Confindustria Veneto Est Sustainability Group

Since September 2022, Tecnosystemi has been a member of the Confindustria Veneto Est Sustainability Group, a network of 90 companies from various industries united by a concrete commitment to sustainability. Established in 2015, the Group brings together companies from different sectors, represented by senior executives, who meet regularly to exchange ideas and share the initiatives they have implemented to achieve their sustainability objectives.



The Group's ultimate purpose is to foster continuous improvement by sharing best practices adopted by companies across the region to support the sustainable development of their businesses. Each year, dedicated working groups are established to address new topics and priorities compared with previous years, while setting shared objectives for continuous growth and improvement.

2026 Projects – Development Priorities

STRENGTHENING OF RELATIONSHIPS

Strengthening relationships with organisations active in inclusion, health promotion, and territorial development.

ORGANISATION OF DEDICATED EVENTS

Organisation of dedicated events to promote the values of inclusion and gender equality beyond the company environment.

PARTNERSHIP WITH ASSOCIAZIONE SOL.CO. AND ASSOCIAZIONE LA PORTA

Launch of a partnership with Associazione Sol.Co. and consolidation of projects with Associazione La Porta to support internship opportunities for socially disadvantaged young people.

SUSTAINABLE REGENERATION INITIATIVES

Initiatives linked to the Associazione Parco Industriale Prealpi Trevigiane to promote the sustainable regeneration of the industrial area between Conegliano and Vittorio Veneto.

Sol.Co. Social Cooperative [ESRS S3]

Tecnosystemi attributes significant strategic value to its relationship with Cooperativa Sociale Sol.Co., recognising this collaboration as a concrete example of how the partnership between two local organisations can generate shared value, employment inclusion, and productive quality. The collaboration with Sol.Co. represents a way to actively support a model in which work, personal dignity, and social responsibility mutually reinforce one another.

During 2026, Tecnosystemi intends to further develop this relationship, consolidating a pathway that connects the company's operational needs with a positive impact on the local community.

Cooperativa Sociale Sol.Co. is a Type B social cooperative based in Treviso that, since 1992, has been engaged in training and employment inclusion for disadvantaged people. Its distinctive strength lies in its ability to operate as an industrial outsourcing partner across several sectors, including mechanical engineering, electronics, automotive, cosmetics, and food. The cooperative carries out assembly, packaging, and quality control activities involving people in vulnerable situations.

The strength of Sol.Co.'s model lies in its ability to combine social value with productive expertise. Work organisation is designed to enhance people's abilities, support their personal development and autonomy, while simultaneously ensuring quality, continuity, and reliability for customers. In this way, inclusion and productivity are able to reinforce each other.

The planned expansion of the relationship in 2026 represents a coherent step within Tecnosystemi's commitment to people, the local community, and corporate social responsibility. The collaboration with Sol.Co. generates multiple positive impacts: it supports employment inclusion pathways for people facing social vulnerability, strengthens the relationship with a well-established social organisation in the Treviso area, contributes to building a more cohesive community, and enables the company to integrate a concrete social sustainability commitment into its operating model.

The relationship with Sol.Co. therefore becomes an expression of a business approach that focuses not only on process efficiency, but also on the quality of the relationships that make those processes possible.

It is a collaboration that restores value to work as a space of shared responsibility: for Tecnosystemi, for the Cooperative, for the people involved, and for the territory in which both organisations operate.

Relationship with the Industrial Area Association [ESRS S3]

Tecnosystemi is one of the **founding members of the Associazione Parco Industriale Prealpi Trevigiane**. The Association was established to bring **together companies operating** in the industrial area between Conegliano and Vittorio Veneto, promote improvement and regeneration initiatives, facilitate dialogue with local authorities, and support the sustainable development of the area from an environmental, social, and infrastructural perspective. Alongside institutional discussions with municipalities and the regional administration, several areas of action have been launched: safety, green areas and urban quality, renewable energy communities, expansion of the membership base, and accessibility of the area.

A particularly significant chapter concerns mobility. The introduction of a railway stop within the industrial area, potentially integrated with an electric bike-sharing station and shuttle bus services connecting employees to workplaces, has been presented to the regional institutional bodies as a strategic project. To support this initiative, an initial survey has already been conducted to map the geographical origins of people working in the area, involving 11 companies and a total of 2,106 employees surveyed. This represents an important step, as it would allow an infrastructure proposal to be developed on the basis of real mobility data rather than assumptions.

Alongside the projects already formally established, a second level of activity is also underway, known as the "Sustainability Forum", aimed at making the industrial area increasingly attractive, innovative, and capable of engaging and attracting talent from the surrounding industrial district. Within this framework, a survey has been developed for 2026 involving employees of selected companies belonging to the Association. The purpose of the survey is to assess employees' interest and expectations regarding the following topics: regeneration of public areas; creation of spaces dedicated to health and well-being; development of a hub focused on training and skills development for younger generations; organisation of summer camps and community events; and the creation of a local farmers' market operating at times compatible with working hours, making it easier to access convenient, high-quality food options.

This survey is designed to guide the Association's decisions not on the basis of abstract assumptions, but through concrete evidence, collecting needs, priorities, and expectations directly expressed by the people who live, work, or regularly spend time in the area, with particular attention to younger generations.

Production Excellence, Made in Italy and Innovation

[ESRS 2 – SBM-1]

Investments in Industrial Automation (Industry 4.0/5.0)

[ESRS E1-8]
[ESRS S1-14]



Tecnosystemi considers in-house production and Made in Italy two key pillars of its industrial development model. The company's growth is supported by continuous investments in automation, digitalisation, and process management, with the aim of strengthening operational efficiency, quality, safety, and the ability to respond to market needs.

In 2025, Tecnosystemi continued along a path of **industrial automation** that goes beyond the mere introduction of new machinery, focusing instead on the progressive development of an interconnected production and logistics system capable of combining operational efficiency, the protection of people, and the enhancement of internal skills and expertise.

The scope of Tecnosystemi's 2025 investments in industrial automation can be viewed as an integrated set of assets, systems, and capabilities that contribute to making the company's smart factory increasingly efficient, safe, and resilient.

2025 Investment Area	Scope	Sustainability Impact
Automated warehouse and flow management systems (in place since 2021)	Logistics asset interconnected with the company's WMS, supporting storage, picking, and production and shipping operations.	Optimisation of logistics and production performance, increased availability of ready-to-deliver products, more efficient use of space, and reduction of manual handling activities.
Packaging automation and production line support systems	Automated packaging stations and processes within production plants, integrated into the company's path towards the internalisation of manufacturing activities.	Greater operational consistency, reduction of low-value-added activities, improved process quality control, and lower exposure to repetitive tasks.
Plant and machinery monitoring systems	Monitoring system covering 70% of plant systems and machinery, also used to analyse energy consumption through predictive approaches.	Reduction of energy waste, identification of inefficiencies, improved maintenance processes, and support for data-driven decision-making.
Internal logistics and lower-impact support equipment	Investments in automation, technological innovation, energy efficiency, and sustainable equipment, such as electric forklifts and compactors.	Improved layout efficiency, lower indirect operational impacts, and enhanced integration between automation, safety, and responsible space management.
Development of skills and new professional roles	The evolution towards a smart factory represents a driver for people's professional growth; warehouse automation has also required new roles and capabilities that were not previously available within the organisation.	Strengthening of human capital, development of technical and logistics skills, and enhanced ability to manage interconnected processes.

Tecnosystemi's **automated warehouse**, in operation since 2021, is the asset that best represents the transition from predominantly manual management to an automated and continuous flow model. The system is integrated with the company's WMS and supports both production workstations and shipping operations, acting as a central hub connecting storage, picking, order preparation, and service continuity.

Tecnosystemi's automated warehouse is a high-density storage system in which containers holding components, semi-finished products, and finished goods are automatically handled, significantly reducing the need for manual picking and movement activities. Integrated with the company's WMS, the system identifies, locates, retrieves, and transfers containers to picking stations, production areas, or shipping areas, continuously managing internal flows. It represents a true **intelligent infrastructure** that connects storage, production line replenishment, order preparation, and outbound logistics.

From a functional perspective, the automated warehouse performs three interconnected roles: it **supplies production processes** with components and semi-finished products, **manages finished product storage**, and **supports order fulfilment activities**. It therefore represents a strategic infrastructure supporting customer service by improving product availability, enabling faster and more reliable order fulfilment times, enhancing coordination between production and shipping, and ensuring a more responsive approach to market requirements.

Data / Indicator	Value / Evidence
Storage locations	30,000
Picking stations	8
Outbound stations to production	13
Inbound capacity	420 containers/hour
Outbound capacity	330 containers/hour
Handling system	4 stacker cranes / miniload systems
Plant footprint	1,500 m ²

Industrial Automation (Industry 4.0/5.0) [ESRS E1-8] [ESRS S1-14]

In 2025, Tecnosystemi launched one of the most significant industrial investment cycles in its recent history, focused on three parallel objectives:



Increasing production capacity



Enhancing internal skills and capabilities



Reducing the physical and repetitive
workload associated with plant
operations

The rationale behind these investments is to relieve people from the most demanding workloads, enabling them to focus on higher-value and higher-quality activities while developing new skills and competencies.

The investments made in 2025 focused on the following areas:



INJECTION MOULDING

In the injection moulding department, 7 obsolete plastic injection moulding machines were replaced with **9 new-generation presses**, including 7 direct replacements and 2 additional units. The new equipment is equipped with advanced technologies that have enabled an approximately **30% reduction in machine energy consumption** on a machine-to-machine basis, together with significant improvements in product quality and waste reduction. An automated system for the transport of plastic granulate was also installed to serve the injection moulding and PVC extrusion departments, eliminating one of the most physically demanding and repetitive activities within the production cycle.



EXTRUSION

With regard to extrusion operations, 2025 saw the commissioning of the sixth **rigid PVC extruder**, a new **soft PVC extruder** dedicated to **condensate drain pipes**, a new **extruder for spiral PVC tubing**, and three new automatic winding machines for **corrugated and spiral tubing**.



RUBBER MOULDING PRESS

The fourth rubber moulding press was commissioned, together with a **robotic palletising cell that automates** the end-of-line phase, reducing the physical workload on employees by removing a highly demanding manual operation.

A **laser panel bending machine** was also introduced, enabling significant improvements in internal efficiency. In addition, AGV systems (Automated Guided Vehicles for internal logistics) were acquired in 2025, with full implementation planned during 2026.

The 2025 industrial investment plan, developed through coordination between the Operations Management, the CFO, and the Industrialisation Manager, is part of a multi-year programme aimed at the technological evolution of the company's production sites. The programme is aligned with the objectives of the 2024–2027 Strategic Plan, which identifies the introduction of new production technologies as one of its key strategic priorities.

The automation journey will continue in 2026 with three planned initiatives:

1

Installation of an **automated packaging and shipping system for the final stage of logistics**: the machine will handle pallet wrapping, an activity currently performed manually, freeing employees from repetitive tasks while ensuring greater standardisation of outbound products.

2

Automated palletisation of semi-finished products coming from injection moulding presses: the system will automatically create the pallet, reducing the operator's physical workload. An initial pilot test has already been carried out in 2026.

3

Introduction of equipment capable of directly connecting the **laser cutting process to the bending machine**: the laser-cut component will move directly from one machine to the other without passing through the warehouse, eliminating intermediate storage and handling flows and reducing overall processing lead times.

Digitalisation and Innovation [ESRS E1-8]

For Tecnosystemi, innovation represents a fundamental strategic driver and, in 2025, the company launched significant industrial and digital investment programmes. New machinery, automated systems, an integrated ERP platform, and strengthened IT governance are the key components of a coherent transformation path aimed at increasing production capacity, reducing the physical impact of work on people, and building a technological infrastructure aligned with the objectives of the 2024–2027 Strategic Plan.

During 2025 and the first months of 2026, Tecnosystemi implemented and completed a range of digital tools supporting the various business functions.

Starting from September 2025, Tecnosystemi structurally strengthened its IT function through the appointment of a **new IT/ Group Manager**, who immediately initiated a cross-functional approach aimed at organising technological interdependencies and preventing individual functions from continuing to operate in isolation when selecting and using digital tools.

In the same month, the company also launched a new real-time energy consumption monitoring system, enabling day-by-day analysis of consumption levels by department across the production sites, with 100% coverage of all departments. The system allows immediate identification of anomalies, including the detection of inverter failures, and activates prompt intervention protocols before malfunctions can result in prolonged energy waste.

Regarding management systems, 2025 marked the go-live of the new integrated ERP system, connected with the company's various specialised platforms. This represented a significant evolution that changed the company's operating processes and required an internal adaptation journey, which is now progressing towards consolidation. This transformation has been complemented by the introduction of a new demand planning software for order forecasting and management, a Commercial BI 2.0 platform supporting both sales and purchasing processes, and a new corporate website with a dedicated document management area.

In the logistics area, Tecnosystemi implemented a platform for monitoring transport and shipments, a logistics system for calculating emissions, and artificial intelligence applications within the customer order entry process, supporting greater efficiency, accuracy, and process reliability.



Environmental Impact Assessment

[ESRS E1-8]



Energy Efficiency of Production Sites [ESRS E1-5] [ESRS E1-8]

In 2025, Tecnosystemi generated 1,418,842 kWh of electricity from photovoltaic sources, covering 32% and 29% of the energy requirements of Plant 1 and Plant 2, respectively. Investments in renewable energy generation, plant efficiency improvements, and the digitalisation of energy monitoring systems are creating an increasingly accurate, responsive, and integrated energy management system embedded in daily operational activities.

Energy efficiency represents one of Tecnosystemi's key operational priorities and is managed through structural investments. Among the main initiatives is the production of renewable energy, combined with a strong focus on consumption optimisation and the digitalisation of monitoring systems.

The photovoltaic system of Tecnosystemi S.p.A. Società Benefit consists of 4,806 installed photovoltaic panels, with a total capacity of **1.6 MW**, which generated **1,418,842 kWh** in 2025.

The first photovoltaic installation, located at the company's main headquarters in Via dell'Industria (Plant 1), generated 995,617 kWh, covering 32% of the site's energy requirements through direct self-consumption. The second installation, located in Via Caduti del Lavoro (Plant 2), produced 423,225 kWh, covering 29% of the site's energy requirements.

The total electricity self-consumed by the two photovoltaic plants amounted to 978,052 kWh, corresponding to 69% of the energy generated by Tecnosystemi's photovoltaic installations. This contribution significantly reduced electricity drawn from the grid and the associated emissions.

All electricity purchased by the company and not covered by self-consumption from the photovoltaic systems is **100% certified as renewable energy** through Guarantees of Origin (GoO).

Another significant milestone in 2025 was the evolution of the energy consumption monitoring system. Starting from September 2025, Tecnosystemi activated a real-time monitoring software capable of tracking overall plant energy consumption with 100% coverage across production sites. In addition, the system monitors the specific consumption of individual machines: as of 2025, coverage reached 70% of machinery, with the objective of achieving 100% coverage by March 2026. This completes the transition from an aggregated consumption management approach to a granular and continuous monitoring model, by department and by machine.

This evolution generates tangible impacts on operational management: day-by-day monitoring enables the identification of abnormal deviations, real-time detection of failures, and the activation of corrective actions before inefficiencies result in prolonged energy waste. The ability to analyse consumption by department and production asset transforms energy data from a simple performance indicator into a daily management tool, integrating energy efficiency and predictive maintenance within a single operational framework.



Tecnosystemi's Carbon Footprint [ESRS E1-6]

In 2025, Tecnosystemi measured its Carbon Footprint, quantifying total emissions of 25,218 tCO₂eq according to the location-based approach and 24,497 tCO₂eq according to the market-based approach. The emissions profile shows that 97% of total emissions are concentrated in Scope 3.

The measurement represents the operational foundation of the company's decarbonisation plan and the tool through which Tecnosystemi translates its purpose as a Benefit Corporation — acting for climate protection — into measurable and verifiable data.

Methodology: The reporting follows the principles and guidelines of the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The organisational boundary adopts the operational control approach, including all activities and facilities over which Tecnosystemi exercises direct operational control:



PLANT 1

Via dell'Industria 2/4, Vittorio Veneto (TV)
registered office and main production site



PLANT 2

Via Caduti del Lavoro 7, Vittorio Veneto (TV)
second production site

Emissions are expressed in tonnes of CO₂ equivalent (tCO₂eq) and calculated by multiplying activity data by specific emission factors sourced from the ISPRA databases (for Scope 1 and Scope 2 emissions) and Ecoinvent 3.11/3.12 (for Scope 3 emissions). For Scope 2 emissions, both the location-based and market-based approaches were applied. The latter takes into account the purchase of electricity certified through Guarantees of Origin (GoO), which eliminates the indirect emissions associated with electricity consumption from the grid.

The reporting period corresponds to the 2025 calendar year. Results are compared with the 2024 emissions inventory, which represents the reference baseline.

TECNOSYSTEMI'S TOTAL EMISSIONS FOR 2025 AMOUNTED TO:

25.218 tCO₂eq
location-based approach

24.497 tCO₂eq
market-based approach

Tecnosystemi's emissions are classified to enable an analysis of their distribution across the different emission categories. The following table provides a detailed overview of the contribution of **Scope 1**, **Scope 2**, and **Scope 3** emissions.

Scope	Location-Based Emissions (tCO ₂ eq)	Share %	Market-Based Emissions (tCO ₂ eq)	Share %
Scope 1 — Direct emissions	280	-	280	1.1%
Scope 2 — Purchased electricity from the grid	477	1.9%	0	0%
Scope 3 — Indirect emissions	24.461	-	24.217	97.9%
Total	25.218	-	24.497	100%

Source: 2025 GHG Inventory — Tecnosystemi S.p.A. Società Benefit, GHG Protocol Standard

Scope 1 — Direct Emissions

Direct emissions amount to 280.1 tCO₂eq and include all emission sources under Tecnosystemi's direct operational control: natural gas combustion for heating and hot water production, fuel consumption from company vehicles, and any potential leakage of fluorinated gases from air-conditioning systems.

Natural gas represents the main component of direct emissions, accounting for 214 tCO₂eq (76% of total Scope 1 emissions). Plant 2 accounts for 56% of stationary combustion emissions, due to its larger heated surface area. Natural gas consumption increased by 26% compared with 2024, directly linked to the introduction of the third production shift, which required heating operations to continue during night-time hours.

Mobile combustion emissions amounted to 66 tCO₂eq, showing a limited variation compared with 2024 (+3%). The company fleet mainly consists of long-term rental diesel vehicles (Euro 6D category), with an increasing presence of hybrid vehicles.

No fluorinated gas leaks were recorded in 2025.

Source	tCO ₂ eq	% of Scope 1
Natural gas (heating — Plant 1 and Plant 2)	214.1	76.5%
Company and leased vehicles	66.0	23.5%
Fluorinated gases (fugitive emissions)	0.0	0.0%
TOTAL SCOPE 1	280.1	100%

Source: 2025 GHG Inventory — Tecnosystemi S.p.A. Società Benefit, GHG Protocol Standard

Scope 2 — Purchased Electricity from the Grid

Scope 2 emissions derive from electricity purchased from the grid for the two production sites. In 2025, net electricity drawn from the grid amounted to 2,210,505 kWh, compared with a total energy requirement of 3,188,557 kWh across the two plants. The remaining energy demand was covered by direct self-consumption of electricity generated on-site through photovoltaic systems (978,052 kWh in total, equal to 31% of total energy requirements).

Scope 2 emissions were calculated based on company electricity consumption using both the Location-Based and Market-Based approaches, as shown below.

Site	Consumption [kWh]	Location-Based Emissions (tCO ₂ eq)	Market-Based Emissions (tCO ₂ eq)
Plant 1 — Via dell'Industria 2/4	1.459.590	315	0
Plant 2 — Via Caduti del Lavoro 7	750.915	162	0
TOTAL SCOPE 2	2.210.505	477	0

Source: 2025 GHG Inventory — Tecnosystemi S.p.A. Società Benefit, GHG Protocol Standard

According to the **Location-Based** approach, Scope 2 emissions in 2025 amounted to 477 tCO₂eq. The **elimination of Scope 2 emissions** under the Market-Based approach is the direct result of purchasing electricity certified through Guarantees of Origin (GoO) for both plants. This means that, from a procurement perspective, 100% of the electricity consumed at the production sites comes from certified renewable sources.

Scope 3 — Indirect Emissions

Scope 3 includes all **indirect emissions** generated throughout Tecnosystemi's value chain and represents the dominant component of the company's emissions profile (97%), as is typically the case for manufacturing companies. Understanding and managing Scope 3 emissions therefore represents the main area of focus for Tecnosystemi's reduction initiatives.

The following table provides the detailed breakdown of the Scope 3 categories reported.

Scope 3 Category	tCO ₂ eq	% of Total Scope 3
Category 1 — Purchased goods and services	22,840	93.4%
Category 2 — Capital goods	226	0.9%
Category 3 — Fuel- and energy-related activities (LB)	424	1.7%
Category 4 — Upstream transportation and logistics	512	2.1%
Category 5 — Waste generated in operations	3	0.0%
Category 6 — Business travel	10	0.0%
Category 7 — Employee commuting	325	1.3%
Category 9 — Downstream transportation and distribution	123	0.5%
TOTAL SCOPE 3 (LB)	24,461	100%

Source: 2025 GHG Inventory — Tecnosystemi S.p.A. Società Benefit, GHG Protocol Standard

The most significant contribution comes from purchased goods and services (22,840 tCO₂eq, representing 90.6% of total emissions). The majority of these emissions are attributable to the purchase of raw materials required for production, including galvanised steel, aluminium, cardboard, PVC, and other materials.

The other relevant emission sources, in order of magnitude, are emissions associated with upstream transportation and distribution (512 tCO₂eq), employee commuting (325 tCO₂eq), fuel- and energy-related activities (424 tCO₂eq, Location-Based), downstream transportation and distribution (123 tCO₂eq), and capital goods (226 tCO₂eq).

Comparison with 2024 [ESRS E1-6]

The 2025 inventory recorded an overall increase of 35–36% compared with 2024. The analysis of the drivers behind this variation highlights three main factors, related to both actual operational changes and methodological improvements.

Variable	2024 (tCO ₂ eq)	2025 (tCO ₂ eq)	Variation
Scope 1	234	280	+20%
Scope 2 (LB)	384	477	+24%
Scope 2 (MB)	0	0	Stable
Scope 3 (LB)	18,131	24,461	+35%
Scope 3 (MB)	17,943	24,217	+35%
TOTAL (LB)	18,749	25,218	+35%
TOTAL (MB)	18,177	24,497	+35%

Source: 2025 GHG Inventory — Tecnosystemi S.p.A. Società Benefit, GHG Protocol Standard

The increase reported above is attributable to two main factors: the expansion of production capacity — including the introduction of a third production shift — and a significant methodological refinement in data collection and reporting processes, which enabled a more comprehensive mapping of logistics flows and upstream activities.

Future Roadmap and Link to the Benefit Purpose [ESRS E1-6] [ESRS 2 – MDR-T]

The calculation of the organisational Carbon Footprint is the tool through which Tecnosystemi quantitatively monitors its commitment to climate action, established in the company’s Articles of Association as a benefit purpose and operationally implemented through the three-year environmental commitment plan.

For 2026, Tecnosystemi has planned the annual update of its Carbon Footprint assessment, based on 2026 data and systematically compared with the previous two years, with the aim of building a reliable historical dataset and monitoring the actual evolution of emissions in relation to production growth. In parallel, the company is finalising its corporate decarbonisation plan, presented during the plenary session in December 2025 and currently undergoing internal approval. The plan will define quantified reduction targets by Scope and timeframe and will serve as the reference framework for investment decisions related to energy efficiency, mobility, and procurement.

The actions already initiated or planned with a direct impact on the company’s emissions profile include the completion of the real-time monitoring system for machinery energy consumption (with the objective of reaching 100% coverage by the first half of 2026), the assessment of heating systems powered entirely by renewable energy sources, the implementation of a monitoring system for the CO₂ absorbed by the company’s green areas, and the launch of a programme to map transport-related emissions through the active involvement of logistics suppliers.

Product Sustainability and EPD

[ESRS E5-6]
[ESRS S4]



Sustainability Applied to Products [ESRS E5-6] [ESRS S4]



Tecnosystemi views product sustainability as a tangible industrial challenge.

For the Company, reducing environmental impacts means integrating sustainability criteria throughout the entire product development process—from material research and product design to internal waste management and the environmental performance of products during their use phase.

Measuring and certifying product impacts through tools such as Environmental Product Declarations (EPDs) reflects the Company's commitment to robust methodologies, transparency, and third-party verification. In this way, Tecnosystemi transforms product innovation into measurable and comparable environmental performance.

Sustainable Product Development Process [ESRS E5-4] [ESRS E5-5] [ESRS E5-6]

Tecnosystemi's production is primarily based on PVC and other plastic materials, making product sustainability a concrete industrial challenge. To address this challenge, the Company has adopted an approach that integrates environmental requirements throughout the entire **product development cycle**, measuring impacts through Life Cycle Assessment (LCA) and **certifying results through third-party verified Environmental Product Declarations (EPDs)**. The Company's product sustainability approach is fully integrated, covering every stage of development—from material selection to environmental certification.

During the material research phase, the Research & Development team evaluates opportunities to use recyclable materials or materials recovered from internal production waste, optimize packaging, reduce product weight and volume, and replace conventional materials wherever technically feasible. In 2025, **bio-based plastics** in both film and pellet form were already being used for selected applications. For 2026, the Company is conducting systematic research into **new bio-based materials**, including bio-attributed PVC and bio-based polyethylene (PE) as alternative raw materials. During 2025, Tecnosystemi also introduced a new range of PVC linear diffusers manufactured partly from materials recovered from internal production waste. Material that would otherwise become waste is instead recovered and reused in the production of new products, reducing the volume of plastic waste generated by the Company. The feasibility of extending this solution to additional product families is currently under evaluation for 2026. With regard to packaging, the Company is working to replace conventional plastic materials with bioplastics while continuing to assess alternative sustainable packaging solutions.

During the **product design phase, environmental and energy efficiency criteria** are formally incorporated into project feasibility documentation. This ensures that sustainability considerations influence engineering decisions from the earliest stages of product development rather than being introduced as an afterthought.

The **management of internal production waste** represents a key pillar of Tecnosystemi's circular economy model. The Company currently operates **five grinding mills** dedicated to recovering and reprocessing internal production waste:

- Two grinding mills for regenerating white and floral PVC scrap generated during the extrusion process into reusable granules.
- One grinding mill for regenerating PVC waste generated during the injection moulding process.
- One grinding mill dedicated to regenerating floral PVC waste from the injection moulding department.
- One grinding mill for processing polystyrene waste generated during the production of pre-installation systems for air conditioning applications.

A sixth grinding mill is scheduled to become operational in 2026, further increasing the Company's internal material recovery capacity. **Circular economy principles** are also reflected in Tecnosystemi's **finished products**.



Extreme, Zeus and SPK ranges

These products are manufactured using recycled SBR rubber obtained from end-of-life tyres. This material delivers the required vibration absorption and durability while simultaneously promoting the recovery of recycled materials and reducing the overall environmental footprint of the products.



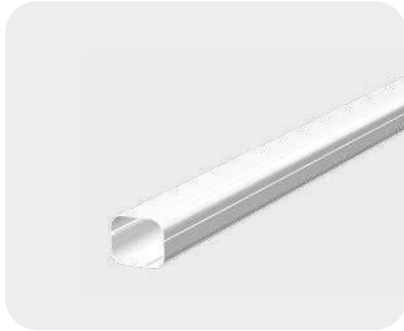
PVC linear diffusers, Optima Clean trunking and TCR ducting

These products are partially manufactured using recovered PVC and are designed according to sustainability principles, combining durability with reduced consumption of virgin raw materials. These products represent practical applications of circular economy principles through the use of materials given a second life.

The **EPD certification** process completes the product sustainability cycle by validating its methodological consistency. Life Cycle Assessments, carried out according to internationally recognized standards and independently verified by accredited third parties, quantify the actual environmental impacts of products, including raw material consumption, embodied energy, greenhouse gas emissions, transportation, and end-of-life scenarios.

The resulting Environmental Product Declaration provides objective, transparent, and directly comparable environmental information that can be benchmarked against equivalent products on the market, regardless of manufacturer.

As of 31 December 2025, Tecnosystemi had obtained **seven EPDs** covering the following product families:



Excellens trunking



Optima trunking



Excellens accessories



Optima accessories



PVC Linear Diffusers



Concealed PVC Linear Diffusers



PVC Grilles



The environmental data reported within these EPDs reflect the characteristics of Tecnosystemi's manufacturing processes. The use of recycled PVC in product formulations, together with electricity supplied through Guarantees of Origin and the Company's own photovoltaic generation, contributes to reducing the environmental footprint of Tecnosystemi's products and supports the certification of their improved environmental performance. EPDs deliver operational benefits across multiple dimensions. From a regulatory perspective, they enable the Company to respond with documented evidence to environmental reporting requests from customers subject to ESG obligations, as well as from financial institutions and insurance companies. From a commercial standpoint, they facilitate access to markets where certified environmental documentation is increasingly becoming a prerequisite for supplier qualification. From a technical perspective, EPD data provide designers, engineers, and specifiers with objective, independently verified information that can be directly compared with equivalent certified products.

During 2026, Tecnosystemi plans to obtain **four additional Environmental Product Declarations**, bringing the total to eleven, including the recertification of two EPDs issued in 2025. The scope of these activities has already been defined within the Company's 2026–2027 LCA and EPD Plan.

Indoor Air Quality and Customer Well-being [ESRS S4]

People's health and well-being are intrinsically linked to the quality of the air they breathe.

Through its dedicated technical solutions, Tecnosystemi demonstrates that environmental protection—combining energy efficiency and circular economy principles—can go hand in hand with **indoor comfort and healthier living environments**.

This integrated ecosystem of solutions is primarily built around the **Apply.Co** brand, dedicated to mechanical ventilation and air treatment systems, complemented by the **Project Wind** range for air distribution components, the **Galaxy** brand for temperature control systems, and selected **Smart Clima** products for HVAC maintenance and cleaning.

Together, these product families create a synergistic and integrated solution capable of delivering **complete mechanical ventilation systems** that combine continuous air renewal, pollutant filtration, balanced air distribution without drafts, and effective sanitation of system components. This significantly reduces indoor environmental risk factors while simultaneously optimizing building energy performance.

Building on the continued development of high-efficiency mechanical ventilation systems—including the evolution of the Pico decentralized heat recovery units and centralized systems such as TS-HRVU—Tecnosystemi introduced two major innovations during 2025: the new **TS-ERVU** energy recovery unit and the **Pico Ultra Plus**, with further product developments already planned for 2027. The Pico Ultra Plus is an advanced decentralized heat recovery ventilation unit specifically designed for retrofit and renovation projects. Fully compatible with smart home applications, it enables automatic monitoring and management of airflow according to actual indoor environmental conditions.

A Tecnosystemi continuous dual-flow mechanical ventilation system constantly supplies fresh outdoor air while extracting stale indoor air. The two air streams pass through a heat exchanger without mixing, allowing thermal energy to be recovered efficiently. Compared with natural ventilation achieved by opening windows, this approach significantly reduces heat losses during both winter and summer while limiting the entry of outdoor pollutants, dust, pollen, and environmental noise.

Tecnosystemi's MVHR systems continuously filter incoming air, remove indoor pollutants, and recover up to 90% of the thermal energy contained in the extracted air, **maintaining optimal indoor comfort with low energy consumption**. Dedicated sensors continuously monitor indoor CO₂ concentration and relative humidity, while continuous air exchange also helps reduce allergens, formaldehyde, volatile organic compounds (VOCs), and particulate matter (PM2.5 and PM10).

Tecnosystemi's solutions also contribute significantly to acoustic comfort. Mechanical ventilation eliminates the need to open windows, preserving the building envelope's sound insulation against external noise. At the same time, the aerodynamic design of the units and careful optimization of airflow paths ensure exceptionally low operating noise levels, supporting both nighttime comfort and productive working environments.

People spend approximately 90% of their time indoors, where air quality can be up to five times more polluted than outdoor air. By continuously diluting pollutants generated indoors—including mould, bacteria, household chemicals, and human respiration—Tecnosystemi's ventilation systems help reduce the risk of respiratory diseases, allergies, headaches, and symptoms associated with Sick Building Syndrome (SBS), while contributing to improved cognitive performance and better sleep quality.



Complete Mechanical Ventilation System



Pico Ultra Plus

Supply Chain Management and Vendor Rating Project [ESRS G1-2] [ESRS S2]

Tecnosystemi recognizes responsible **supply chain management** as a strategic lever for strengthening the quality of its industrial model and ensuring consistency with its sustainability journey. Within a complex manufacturing environment characterized by diverse product categories and supply chains with varying levels of complexity, the Company promotes an increasingly structured approach based on knowledge, risk management, and continuous dialogue with its business partners.

Tecnosystemi's approach to supply chain management reflects a broader organizational and strategic choice: to build an increasingly transparent, well-governed supply chain aligned with the Company's sustainability objectives, the evolving European regulatory framework, and the need to continuously enhance the ability to assess risks and performance throughout the value chain.

Within this framework, the **ESG Vendor Rating Project**, launched during 2025, represents a structured process for the qualification, assessment, and progressive evaluation of suppliers. The objective is to provide Tecnosystemi with a management tool capable of systematically integrating environmental, social, and governance (ESG) criteria into procurement decisions while simultaneously improving data quality, risk management, and supplier engagement.

Tecnosystemi's supply chain is characterized by a diversified structure comprising product categories with significantly different profiles in terms of product characteristics, economic relevance, operational criticality, regulatory exposure, and ESG maturity. Consequently, supply chain management requires a risk-based approach capable of recognizing the specific features of each supply chain and applying appropriate levels of assessment according to supplier characteristics.

During 2025, the Company initiated a structured mapping of procurement expenditure and the supplier base, including: classification by product category; analysis of the main cost drivers and supply chain criticalities; segmentation of suppliers according to their strategic relevance for Tecnosystemi; preliminary assessment of existing ESG policies and supporting evidence.

This work enabled the Company to move from an aggregated view of its supplier base to a clearer and more operational representation of its supply chain, supporting both ESG assessment activities and overall procurement management. The analysis also highlighted a supplier base that is highly heterogeneous both geographically and in terms of sustainability maturity. This diversity reinforces the strategic importance of developing a Vendor Rating system tailored to individual supplier categories rather than relying on a generic questionnaire applicable to the entire supply chain.

Supply chain categories included in the Vendor Rating Model

Accessories	Paper, cardboard and packaging
Electronics and electrical components	Outsourced manufacturing and production services
Metals	Polymers and plastic raw materials
Metal products	Plastic, rubber, polyurethane and polystyrene products
Transportation	Miscellaneous

The **objective** of the Vendor Rating project is to systematically **integrate ESG criteria into supplier evaluation**, thereby improving supply chain sustainability, strengthening compliance with emerging European sustainability reporting and due diligence requirements, and enhancing the efficiency and quality of procurement decisions.

The system has been designed to address two increasingly interconnected needs. On one hand, Tecnosystemi must be able to collect data, information, and evidence necessary to understand impacts, risks, and opportunities throughout the value chain. On the other hand, the Procurement function requires a clear, comparable, and progressive assessment tool to qualify suppliers, identify priorities, and activate improvement actions where necessary.

Project Overview

2025 - Project Launch

During 2025, Tecnosystemi established the project's framework, defined the overall methodology, and completed the analysis of its supplier base, procurement categories, and the most relevant ESG topics.

2026 - Development Phase

In 2026, the project will enter its operational stage, with the definition of detailed evaluation criteria, weighting methodologies, questionnaires, scoring mechanisms, and pilot testing involving a representative sample of suppliers.

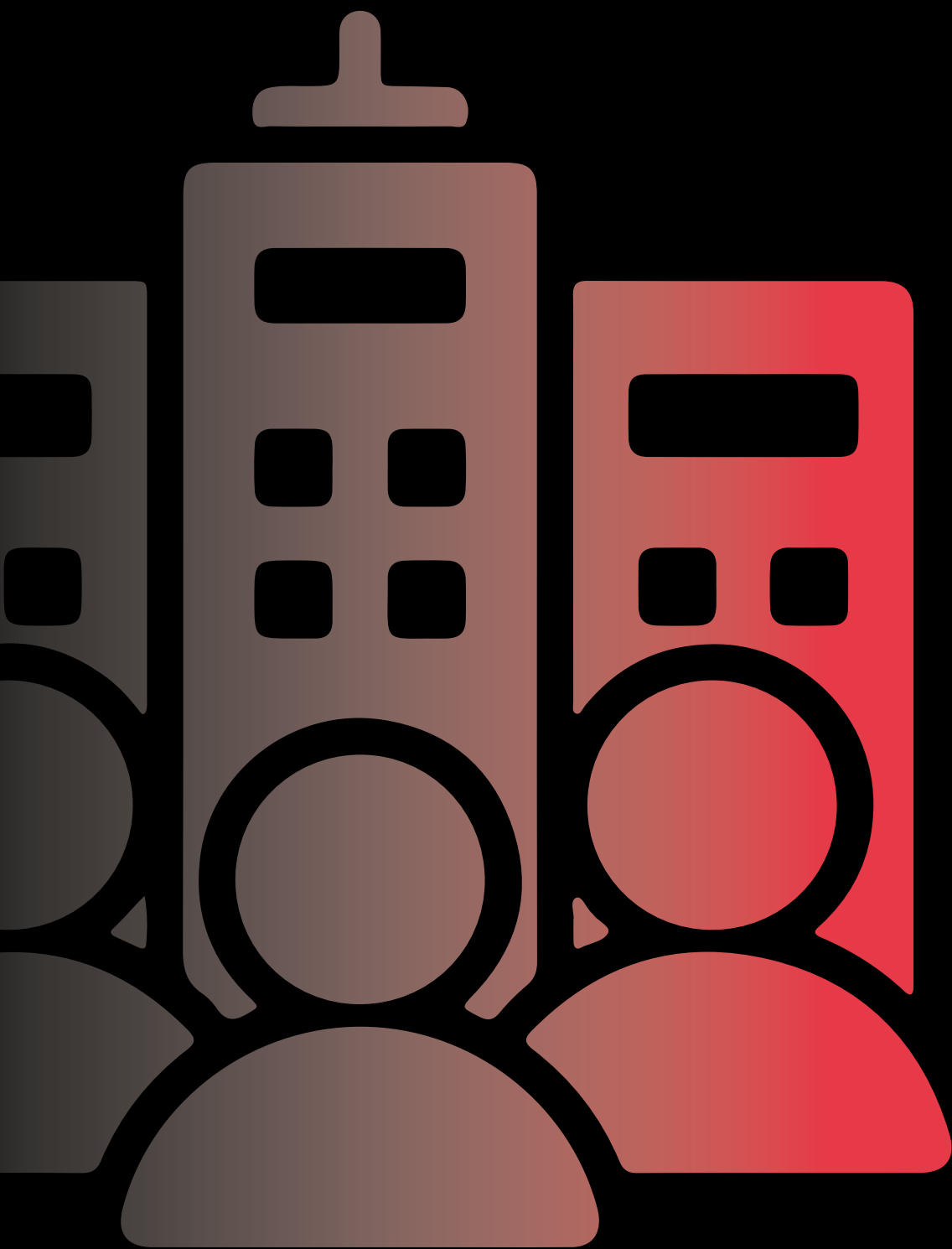
Full Implementation

Full implementation is scheduled for 2026 following completion of the design, testing, optimization, and internal training activities required to ensure the system can be effectively and consistently applied over time.

The expected benefits of the project extend beyond regulatory compliance and the availability of additional ESG information. The Vendor Rating system has been designed as a strategic tool capable of improving procurement quality, enhancing supply chain transparency, strengthening risk management, and fostering stronger relationships with business partners. As such, the project generates value from both a sustainability and an organizational effectiveness perspective.

Objective	Expected Benefits
Integrate ESG criteria into supplier evaluation	Align procurement activities with the Company's sustainability strategy by making environmental, social, and governance aspects standard qualification and monitoring criteria.
Improve knowledge of the supplier base	Develop a clearer understanding of supplier categories, risk profiles, critical areas, and the ESG maturity of different supply chains.
Mitigate supply chain risks	Identify regulatory, reputational, environmental, social, and operational continuity risks at an early stage, enabling corrective actions and improvement plans.
Strengthen data quality and supporting evidence	Collect information, documentation, certifications, and objective evidence to support both procurement decisions and sustainability reporting and due diligence requirements.
Increase procurement efficiency	Improve supplier comparability, support supplier segmentation, and qualify business partners based on value creation, reliability, and long-term development potential.

Impact Report



What is a Benefit Corporation?

Benefit Corporations, introduced into the Italian legal system by Law No. 208 of 28 December 2015, represent an evolution of the traditional business model. Alongside the objective of generating profit, these companies choose to integrate one or more common benefit purposes into their operations, undertaking a concrete commitment to society and the environment. Being a Benefit Corporation means creating economic value while simultaneously generating **positive and measurable impacts** for people, the environment, local communities, and society as a whole. The Company operates responsibly, sustainably, and transparently, taking into account the expectations of all stakeholders and promoting shared and inclusive growth.

Common benefit purposes must be expressly incorporated into the Company's Articles of Association and pursued through a management approach that balances shareholders' interests with those of society at large.

Benefit Corporations are also required to report transparently on their commitment by publishing an annual **Impact Report**. This document describes the objectives set, the actions undertaken, the results achieved, and the targets established for the following year, using recognized third-party assessment standards. Through this approach, stakeholders can evaluate the Company's achievements using a methodology that offers the same rigor and completeness expected of financial reporting.

A Benefit Corporation since 2021

Corporate responsibility, awareness, and transparency are the core values of Tecnosystemi S.p.A. Benefit Corporation, underpinning a business model that looks beyond the boundaries of the Company to embrace a broader civic responsibility toward people, local communities, the environment, and society.

In **June 2021**, Tecnosystemi formally embraced a responsible business model by becoming a Benefit Corporation through a notarial deed. This strategic and identity-defining decision incorporated common benefit purposes into the Company's Articles of Association alongside its traditional profit objective.

Rather than representing an abrupt change, this transformation reflects the natural evolution of a corporate culture that has long been guided by responsibility, transparency, and awareness.

Adopting the Benefit Corporation model enables Tecnosystemi to pursue a **dual purpose**: generating economic value while simultaneously creating positive impacts for people, communities, the environment, and the local area.

This vision is translated into concrete, measurable, and long-term actions capable of meeting stakeholder expectations and transforming corporate values into tangible results. It reflects the principles of civil entrepreneurship and shared value creation, where business growth goes hand in hand with the sustainable development of society.



B-Impact Assessment

Each year, Tecnosystemi measures its environmental and social performance and reports the impacts it generates through the **B Impact Assessment (BIA)**.

The BIA is the world's most widely used framework for measuring economic, social, and environmental impact. Tecnosystemi uses this assessment to systematically monitor and evaluate its sustainability performance. The BIA framework is structured around five impact areas, each weighted according to the principle of materiality. The combination of assessment questions enables the Company to evaluate both the intended and unintended effects of its activities on its key stakeholder groups. The resulting composite score provides an overall assessment of the Company's sustainability performance on a scale from 0 to 200.

The assessment is conducted annually through the involvement of all relevant business functions. This process has strengthened organizational awareness of the Company's most significant impact areas and supports the continuous improvement of its performance as a Benefit Corporation.

The **four impact areas** in which Tecnosystemi achieved its highest scores in 2025 are:



WORKERS

This area evaluates how the Company contributes to the financial, physical, professional, and social well-being of its employees.



COMMUNITY

This area measures how the Company contributes to the economic and social well-being of the communities in which it operates. Topics include diversity, equity and inclusion, economic impact, civic engagement, charitable giving, and responsible supply chain management.



GOVERNANCE

This area evaluates the Company's policies and practices relating to mission, ethics, accountability, and transparency. It also assesses the organization's ability to safeguard its corporate purpose and formally consider stakeholder interests within governance and decision-making processes.



ENVIRONMENT

This area assesses the Company's environmental management practices and its impacts on air, climate, water, land, and biodiversity. It considers both direct operational impacts and, where applicable, those generated throughout the supply chain and distribution network.

Tecnosystemi has been assessing its performance through the B Impact Assessment since 2022, monitoring annual results to support continuous improvement initiatives. Comparing results over time demonstrates the Governance's increasingly concrete commitment to ESG principles.

OVERALL SCORE BIA 2024

81,3

OVERALL SCORE BIA 2025

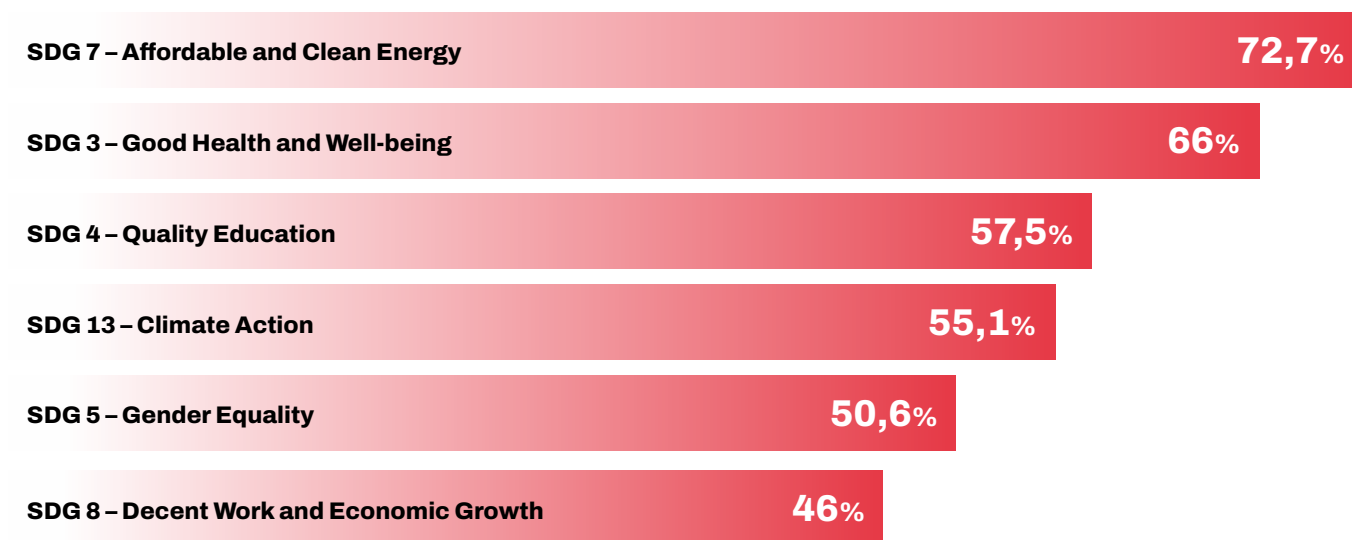
93,2

↑ 14,64%

SDG Action Manager

To obtain a comprehensive overview of its sustainability performance, Tecnosystemi complements the B Impact Assessment with the **SDG Action Manager**, a strategic and operational tool designed to support companies in aligning their activities with the United Nations 2030 **Sustainable Development Goals (SDGs)**.

Compared with 2024, Tecnosystemi recorded significant improvements across several Sustainable Development Goals during 2025.



SDG 7 – Affordable and Clean Energy

This module highlights the key practices companies can adopt to contribute to Goal 7, including the use of renewable energy and investments aimed at improving energy efficiency.

Overall Score: 72.7%



SDG 3 – Good Health and Well-being

This module focuses on practices such as providing healthcare coverage for employees, promoting occupational health and safety through dedicated programs, and participating in local and national collaborative health initiatives.

Overall Score: 66.0%



SDG 4 – Quality Education

This module evaluates initiatives aimed at promoting continuous employee training, professional development opportunities, skills enhancement, collaboration with schools, universities and training institutions, and support for educational initiatives at local and national level.

Overall Score: 57.5%



SDG 13 – Climate Action

This module highlights key practices supporting Goal 13, including climate risk assessments, climate governance, greenhouse gas emissions inventories, and the adoption of science-based climate targets.

Overall Score: 55.1%



SDG 5 – Gender Equality

This module evaluates practices aimed at ensuring equal career opportunities and pay between women and men, promoting inclusive and non-discriminatory workplace policies, supporting work-life balance, and participating in collective initiatives that advance gender equality at both local and national levels.

Overall Score: 50.6%



SDG 8 – Decent Work and Economic Growth

This module assesses practices such as providing living wages, ensuring decent working conditions throughout operations and the supply chain, and offering opportunities for professional growth and career development.

Overall Score: 46.0%

Our common Benefit Purposes

Tecnosystemi has chosen to focus its business on four key priorities, referred to as its Common Benefit Purposes, which are measured, communicated, and reported annually through concrete actions and performance indicators to ensure transparent engagement with its stakeholders.

The table below outlines the **four Common Benefit Purposes** set out in the Company's Articles of Association, the stakeholders they address, and the United Nations Sustainable Development Goals (SDGs) to which they contribute.

Common Benefit Purpose	Stakeholders	Related Sustainable Development Goals
Taking Climate Action	Employees Suppliers Customers Sales Agents Local Communities Public Authorities Institutions Future Generations	    
Producing Responsibly	Suppliers Customers Employees Local Communities Public Authorities Institutions	     
Supporting Local Communities	Local Communities Associations Public Authorities Institutions Future Generations Sales Agents	    
Empowering People	Employees Corporate Governance Bodies Local Communities Public Authorities Institutions	      

Results and Objectives by Common Benefit Purpose

This section presents the **main achievements** accomplished during the reporting year together with the **improvement objectives established** for the following year.

The analysis is structured around Tecnosystemi's four Common Benefit Purposes and provides a transparent overview of the actions undertaken, the progress achieved, and the Company's key future development priorities, consistent with its commitment to creating sustainable long-term value.

What does climate action mean?



Measuring impacts



Reducing emissions



Guiding industrial decisions through a continuous environmental improvement approach

What we achieved in 2025

Renewable energy, energy efficiency and environmental impacts

Objective	KPIs	Target	Result Achieved
Complete the Company's second Organizational Carbon Footprint, including Scope 1, Scope 2 and Scope 3 emissions, to monitor the evolution of the corporate carbon footprint and identify emission reduction priorities	-	Completion by the end of 2025	Achieved
Develop and internally approve the Company's Decarbonization Plan	-	Completion by the end of 2026	Achieved
Improve energy efficiency across production facilities through the integration of new machine energy monitoring systems, renewal of the energy audits for Plants 1 and 2, implementation of the related improvement plan, and predictive analysis of lubricating oil used in machinery	Percentage of machinery equipped with energy monitoring systems	100%	Monitoring implemented across 100% of production departments. Installation on 100% of machinery scheduled for completion by March 2026
	Renewal of the Energy Audit and implementation of the related improvement plan	Completion by the end of 2025	Achieved
	Completion of predictive analysis of lubricating oil contained in machinery and production equipment to reduce hazardous waste generation	Completion by the end of 2025	Achieved. 100% of monitored oil is reusable
Following completion of the Packaging Geometry Project in 2024, integrate all project data into the new ERP system to improve operational efficiency.	-	Completion by the end of 2025	Achieved. ERP integration completed; the Packaging Geometry database is currently under review

Urban forestry

Objective	KPIs	Target	Result Achieved
Develop a monitoring system to measure the annual amount of CO ₂ captured by the Tecnosystemi green park	-	Completion by the end of 2025	Postponed to 2026, allowing additional tree growth before measurements begin

What we will do in 2026

Energy efficiency and climate impact

Objective	Action plan	KPIs	Target
Improve the management and monitoring of energy consumption	Develop an in-house software platform capable of monitoring energy consumption in real time and promptly identifying anomalies, with the aim of improving energy efficiency, reducing waste, and increasing the responsiveness of maintenance activities	-	Completion during the first half of 2026
	Install energy monitoring systems on 100% of production machinery to collect accurate consumption data, identify inefficiencies, and support targeted energy reduction initiatives	Percentage of monitored machinery	100%
	Install insulated thermal cushions, initially following a feasibility assessment on corrugating machines, to reduce heat losses, improve energy efficiency, and protect employees from burn hazards.	Number of installations	2
Conduct the 2026 Organizational Carbon Footprint Assessment	Assess Scope 1, Scope 2 and Scope 3 emissions, compare results with the previous two reporting years, monitor the evolution of the Company's carbon footprint, and identify additional emission reduction priorities	Energy savings per machine	25 kWh/hour for each machine
		-	Completion during the first half of 2026

Waste management

Objective	Action plan	KPIs	Target
Increase awareness among employees and suppliers regarding waste segregation and proper disposal practices	Create new dedicated waste sorting areas in Plants 1 and 2 to improve waste management, increase proper material separation, and reduce incorrect disposal	Number of new waste collection areas	At least four
	Install dedicated signage and infographics throughout offices and production areas to facilitate proper waste segregation and strengthen environmental awareness	-	Completion by December 2026
	Deliver internal training and communication initiatives, including content displayed on corporate digital screens, to promote correct waste separation practices and reduce disposal errors	-	Completion by December 2026

Urban forestry

Objective	Action plan	KPIs	Target
Implement a monitoring system capable of measuring the annual amount of CO ₂ captured by the Company's green areas, highlighting their contribution to climate change mitigation	Implement a monitoring system capable of measuring the annual amount of CO ₂ captured by the Company's green areas, highlighting their contribution to climate change mitigation	-	Completion by December 2026

What does it mean to produce responsibly



Improving process efficiency



Optimizing resource consumption



Promoting the reuse of materials and production waste in line with the principles of the circular economy

What we achieved in 2025

Product and process circularity

Objective	KPIs	Target	Result Achieved
Use of recycled (including internally recycled) and/or bio-based materials in product manufacturing. Methodological note: Materials considered: aluminium, rubber, plastics, galvanized steel sheet, copper, wood, cardboard, compostable film. Use of renewable and/or bio-based materials for packaging	% by weight of recycled and/or bio-based materials out of total materials used	35%	39%
Use of renewable and/or bio-based materials for packaging	% by weight of renewable/bio-based packaging out of total packaging used	30%	50%
Extension of biodegradable film application to the Excellens product family	-	Completion by the end of 2025	Postponed to the first half of 2026 due to plant-related technical issues
Reuse of production waste to increase resource efficiency and reduce industrial waste generation Methodological note: % of regrinded material reintroduced into the production cycle = kg of regrinded material reused / total waste (total regrinded material + waste sent for disposal (EWC))	% of regrinded material reintroduced into the production cycle compared with total waste generated	20%	29,28% Total waste generated: 215,264 kg, of which 50,340 kg was sent for disposal and 164,924 kg was regrinded and reused.

Circularity of Products and Processes

Objective	KPIs	Target	Result Achieved
Launch of LCA analyses on two new product families (PVC air diffusers and grilles), resulting in three new EPD certifications. Renewal of EPDs for the Excellens and Optima product families (trunking and accessories). Preparation of the annual LCA plan	-	Achievement of three new EPDs	Achieved
Reduction of residual waste through the adoption of reusable Mewa technical cloths instead of disposable wipes, with the aim of reducing waste generation and promoting more circular consumption models	kg/year of residual waste avoided across the two plants	800 kg/year of residual waste avoided across the two plants	900 kg/year of residual waste avoided across the two plants

Sustainable supply chain

Objective	KPIs	Target	Result Achieved
Launch of a structured supplier engagement and awareness programme. Definition and implementation of sustainability criteria for supplier selection. Roll-out of Supplier Survey 2.0 including additional sustainability criteria	-	Completion by the end of 2025	Partially achieved. The ESG Vendor Rating project was further structured and expanded to improve its effectiveness and will be completed during the first half of 2026

What we will do in 2026

Sustainable innovation and infrastructure

Objective	Action plan	KPIs	Target
Design and construction of a new sustainable production facility (Plant 3)	Creation of a dedicated break area for employees and installation of internal communication screens to improve social spaces, strengthen internal communication and foster employee engagement	No. of areas implemented	1
		No. of screens installed	At least 1
	Creation of dedicated waste separation areas supported by awareness initiatives to improve waste management and encourage environmentally responsible behaviour	No. of areas implemented (Plant 3)	2
	Implementation of a DALI-controlled LED lighting system aimed at reducing electricity consumption while improving visual comfort and working conditions for employees	-	Completion by the first half of 2026
	Implementation of a hybrid painting system with the objective of improving the energy efficiency of the production process and reducing the environmental impact associated with energy consumption	-	Completion by the first half of 2026
	Study and assessment for the implementation of a new photovoltaic system aimed at increasing the self-generation of renewable energy and reducing dependence on conventionally sourced electricity	-	Feasibility assessment
	Assessment of the implementation of a heating and air conditioning system powered exclusively by renewable energy sources, with the objective of reducing emissions associated with the thermal management of company facilities	-	Feasibility assessment

Sustainable Innovation and Infrastructure

Objective	Action plan	KPIs	Target
Design and construction of a new sustainable production facility (Plant 3)	Study of a more effective and efficient electricity distribution system aimed at reducing energy losses, optimizing energy consumption, and improving the overall energy management of production facilities	-	Feasibility assessment
	Assessment of new thermal insulation solutions aimed at limiting energy losses, improving indoor comfort, and reducing energy consumption related to heating and cooling	-	Feasibility assessment

Product and process circularity

Objective	Action plan	KPIs	Target
Reduction of production waste	Reduction of raw material waste relating to PVC extrusion, injection moulding and copper product categories, with the aim of improving resource efficiency and reducing industrial waste generation	No. of product categories involved	3
		Overall waste reduction	15%
Optimisation of production waste reuse	Implementation of a new grinding mill dedicated to PC/ASA production scrap, increasing the total number of in-house grinding mills to six by 2026, with the objective of enhancing the recovery of production waste and promoting its reintegration into the manufacturing process	-	Completion by December 2026
	Refinement of internal analyses on the quantities of ground material recovered and reused in the production process, with the aim of improving material flow traceability, measuring the benefits of circular economy practices, and identifying further opportunities for material recovery	-	Completion by December 2026

Product and Process Circularity

Objective	Action plan	KPIs	Target
Use of recycled and/or bio-based materials in products	Study and assessment, within the Research & Development function, for the development of the Extreme product line using ground cork, as a circular economy initiative involving local businesses, aimed at valorising recovered materials and fostering local collaboration	-	Completion by the first half of 2026
	Assessment of the use of a new EPP material with recycled content for the TS-HRVU and TS-ERVU heat recovery units, with the objective of increasing the recycled content of the products and reducing the use of virgin raw materials. Completion by the first half of 2026	-	Completion by the first half of 2026
Use of recycled and/or renewable materials for packaging	Exclusive procurement of FSC-certified paper and cardboard, with the objective of supporting responsible forest management and reducing the environmental impact of paper-based materials used	Percentage of FSC-certified paper and cardboard	100%
	Use of 100% recycled crumpled paper void fillers, aimed at reducing the use of virgin packaging materials and improving the sustainability of packaging	Percentage of total void fillers	100%
	Increase in the recycled content of the stretch film used for customer shipments, with the objective of reducing the use of virgin plastic and the environmental impact of packaging	Recycled content (%)	60%
	Extension of the use of biodegradable film to the Excellens product family, with the objective of reducing the environmental impact of packaging and promoting lower-impact solutions throughout the product life cycle	-	Completion by the first half of 2026

Product and Process Circularity

Objective	Action plan	KPIs	Target
Measuring and reducing the environmental impact of products	Achievement of additional EPDs certifications across different product lines, with the objective of improving the transparency of environmental information, supporting informed customer decision-making, and enhancing the environmental performance of products throughout their life cycle	Number of product lines certified with an EPD	6
Increased use of reusable materials for the routine cleaning of offices and production areas, replacing disposable cleaning equipment to reduce the environmental impact associated with single-use products	Reduction of residual waste through the adoption of reusable Mewa technical cleaning cloths in place of disposable alternatives, with the objective of reducing waste generation and promoting more circular consumption practices	Total kilograms of residual waste avoided per year across the three production plants	1.000 kg

Automation and Digitalisation of Production Processes

Objective	Action plan	KPIs	Target
Improving Internal Process Efficiency	Implementation of an automated packaging machine to replace a manual process, with the objective of eliminating low-value-added activities, optimising production processes, and enhancing internal technical expertise	-	Completion by December 2026
	Implementation of a machine for transferring laser-cut components to the folding machine, aimed at eliminating unnecessary warehouse flows, reducing internal material handling, and improving overall process efficiency	-	Completion by December 2026
	Introduction of a digital application tool on the condensate drain pipe production machine to enable the timely detection of defects, improve process quality, and strengthen internal capabilities in the management of smart manufacturing systems	-	Completion by December 2026

Governance and Process Management Efficiency

Objective	Action plan	KPIs	Target
Improving Efficiency in Production Operations	Weekly monitoring and reduction of inefficiencies across three production departments (corrugators, ProAir, and sheet metal plenum production), with the objective of improving operational continuity, reducing time and resource waste, and increasing overall process effectiveness	Efficiency achieved in each production department (%) Efficiency = Actual hours / Available hours × 100	90%

Sustainable Supply Chain

Objective	Action plan	KPIs	Target
Supplier Assessment and Selection Based on ESG Criteria	Completion of the structured supplier engagement and awareness programme, with the objective of promoting greater understanding of ESG topics and strengthening sustainability throughout the supply chain	-	Completion by the first half of 2026
	Implementation and analysis of an ESG vendor rating survey covering nine supplier categories, aimed at assessing the environmental, social, and governance performance of the supply chain and supporting more responsible procurement decisions	Percentage of suppliers engaged	80%

What does it mean to support the local community



Supporting the local area and communities through meaningful relationships



Social Commitment and Shared Responsibility

What we achieved in 2025

Support for Associations and Medical Research

Objective	KPIs	Target	Result Achieved
Support for organisations operating in scientific research, healthcare, and social care sectors	Donations (€)	5.000 €	6.550 €
	No. of beneficiary organisations	1	1

Equal Opportunities, Social Inclusion, and Local Sports Associations

Objective	KPIs	Target	Result Achieved
Support for organisations active in the fields of equal opportunities, social inclusion, and local sports initiatives	Donations (€)	50.000 €	91.750 €
	No. of beneficiary organisations	6	7
Inclusion of young people from the La Porta Association within the company, with the objective of promoting inclusion opportunities, personal development, and access to the world of work	No. of people involved	At least 1	1
Making digital systems more inclusive by adopting a performance marketing approach focused on accessible design of digital tools through the use of assistive technologies (alternative texts, subtitles, and transcripts)	-	Completion by the end of 2025	Achived

Culture and Local Area Enhancement / Promotion

Objective	KPIs	Target	Result Achieved
Support for organisations operating in the cultural sector and local educational institutions	Donations (€)	30.000 €	65.000 €
	No. of beneficiary organisations	4	6

What we will do in 2026**Social Inclusion**

Objective	Action plan	KPIs	Target
Actively contributing to the development of an inclusive culture within the surrounding community	Creation of a corporate press review featuring stories from local people and young community members, with the aim of providing information, encouraging engagement, strengthening the connection with the local community, and promoting more participatory communication	-	Completion by December 2026
	Support for organisations and associations active in the fields of equal opportunities and social inclusion, with the objective of contributing to the promotion of a fairer, more accessible, and inclusive culture beyond the company environment	No. of beneficiary organisations	6
	Organisation of community events dedicated to promoting the values of inclusion and gender equality, strengthening the company's role as an ambassador for positive change within the local area	No. events	2

Social Inclusion

Objective	Action plan	KPIs	Target
Partnerships with local organisations to create employment opportunities through social inclusion initiatives	Launch and consolidation of the collaboration with Sol.Co. to outsource low-value-added production activities, while promoting social inclusion by providing employment opportunities for people experiencing vulnerability	No. of outsourced product lines	At least 2
	Inclusion of young people from the La Porta Association within the company, with the objective of promoting inclusion opportunities, personal development, and access to the world of work	No. of young people included in the company	At least 2
Removing physical barriers and promoting inclusion through the culture of sport	Consolidation of support for local sports associations, with the objective of promoting well-being, inclusion, social integration, and the enhancement of local initiatives	Number of beneficiary organisations	3

Culture and New Generations

Objective	Action plan	KPIs	Target
Nurturing the talent and future of younger generations	Organisation and delivery of awareness-raising programmes for local parents on current social issues, such as bullying and responsible use of social media, following a dedicated survey aimed at mapping specific needs	-	Completion by December 2026
	Support for organisations engaged in cultural promotion and local area enhancement, with the objective of contributing to the social, cultural, and identity development of the local community	No. of beneficiary organisations	At least 4
	Consolidation of relationships and projects with local schools and universities, with the aim of creating informative opportunities for young people and strengthening the concrete connection between education, universities, and businesses	No. of schools and universities involved	At least 3

Sustainable Development of the Local Area

Objective	Action plan	KPIs	Target
Synergy among local businesses	Development of a survey to analyse the factors influencing talent attraction and retention in the Vittorio Veneto industrial area, with the objective of identifying shared actions to support local employment development	-	Completion by December 2026
	Participation in working groups of the Parco Industriale Prealpi Trevigiane Association to define and share territorial and sustainable redevelopment projects for the industrial area	-	Completion by December 2026

Health and Prevention

Objective	Action plan	KPIs	Target
Promoting a culture of health and prevention	Consolidation of relationships with organisations active in medical research, with the objective of supporting initiatives focused on health, prevention, and scientific advancement	No. of beneficiary associations	At least 3
	Study of new initiatives to expand the health benefits package dedicated to employees, with the objective of strengthening corporate welfare and promoting prevention and well-being across the workforce	-	Feasibility assessment

What does it mean to act for people

Enhancing people as active contributors to change through:



Safety



Well-being



Training



Growth and participation

What we achieved in 2025

Skills Development and Enhancement

Objective	KPIs	Target	Result Achieved
Delivery of training courses	No. of training hours (in addition to mandatory training)	3.500	7.615
	Percentage of employees involved	100%	100% 253 people involved (direct employees of Tecnosystemi and temporary agency workers)
	No. of training courses delivered	-	195 Types of training delivered: courses conducted by external experts, internal job shadowing and mentoring activities, coaching programmes, and onboarding training paths
Launch and completion of a structured individual and group assessment programme dedicated to all first-line managers within the company	-	Completion by the end of 2025	Partially achieved The project has been revised and expanded: it is structured into 7 modules and involves the participation of 20 people Project start date: 22/09/2025 Project completion date: 23/05/2026

Corporate Welfare

Objective	KPIs	Target	Result Achieved
Improvement of Corporate Welfare	No. of initiatives	5 projects	5 projects
	No. of employees involved	100%	100%
Assessment of welfare initiatives by employees through the administration of a dedicated survey	Percentage of employees involved	100%	100%
	Percentage of response rate	70%	64%
			3,22
	Average satisfaction index (1–5 scale)	4	Methodological note: Compared to 2024, a specific welfare survey was conducted, focusing on parenthood and caregiving needs

Health and Well-being

Objective	KPIs	Target	Result Achieved
Improvement of employees' health and well-being	No. of initiatives	3	3
	Percentage of employees involved	100%	100%
	€	40.000 €	87.153 €

Health and Safety in the Workplace

Objective	KPIs	Target	Result Achieved
Maintenance of the ISO 45001 certification, with a focus on employee training	-	Completion by the end of 2025	Achived
Implementation of a checklist completed and submitted weekly by Plant Managers, including observations and improvement proposals based on the safety conditions identified	-	Completion by the end of 2025	Achived

Engagement

Objective	KPIs	Target	Result Achieved
Improvement of internal communication through the development and implementation of a structured internal communication plan and the launch of a new Academy aimed at employee training and the sharing of relevant content	-	Completion by the end of 2025	Achived
Development of a sense of belonging and team spirit	Organisation of a new team-building initiative following the completion of the structured assessment programme	Completion by the end of 2025	Postponed to October 2026, upon completion of the programme dedicated to first-line managers, which has been further structured and expanded
	No. of employees involved	20	

Corporate Organisation and Ethics

Objective	KPIs	Target	Result Achieved
Strengthening the corporate governance system and promoting an ethical and transparent organisational culture throughout the entire value chain	Implemented tools	Assessment of all company functions	Achieved in September 2025
		Development and adoption of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001	Achieved in December 2025
		Appointment of the Supervisory Body	Postponed to January 2026
		Preparation of the Code of Ethics	Achieved in December 2025
		Analysis of the corporate climate	Three dedicated surveys were conducted on the following topics: - Two surveys focused on the prevention of abuse and harassment. - One survey focused on recruitment and selection, career management, pay equity, parenthood and caregiving, and work-life balance

Diversity & Inclusion

Objective	KPIs	Target	Result Achieved
raise awareness among the workforce on diversity, equity and inclusion (DE&I)	No. of initiatives	2	2
Obtain the Gender Equality Certification following an internal assessment	–	Completion by the end of 2025	Target postponed to March 2026. In September 2025, a pre-audit was conducted to assess the Company's baseline status, followed by a structured six-month training and awareness programme.

What we will do in 2026

Occupational Health and Safety

Objective	Action plan	KPIs	Target
Further protection of employees' health and safety in production areas	Implementation of automatic glue loaders on automated packaging machines, with the aim of reducing manual activities involving contact with high-temperature materials, improving operator safety and preventing potential thermal exposure risks	-	Completion by the first half of 2026
	Introduction of a containment booth in the rubber department of Plant 2, aimed at limiting the dispersion of odors generated by rubber molding presses, thereby contributing to improved workplace air quality	-	Completion by December 2026
Promotion of a safety culture	Implementation of a PPE vending machine in each company plant, ensuring greater availability and accessibility of personal protective equipment, encouraging safe behaviors and reducing the risk of failure to use required PPE	No. of facilities implemented	2 (at least one per plant)

Occupational Health and Safety

Objective	Action plan	KPIs	Target
Reduction of manual material handling	Implementation of AGV systems to automate low value-added activities, reducing operators' exposure to operational risks, with particular reference to tasks performed during night shifts, and contributing to improved production process efficiency	No. of AGVs introduced	5
Workplace ergonomics optimization	Installation of a roller conveyor to support rework operators' workbenches, with the aim of reducing physical strain, improving line ergonomics and preventing musculoskeletal risks associated with manual handling activities	-	Completion by December 2026
	Purchase of new ergonomic workbenches with task lighting for diffuser assembly activities, aimed at improving working conditions, reducing physical and visual fatigue and promoting safer and more comfortable workstations	No. of structures implemented	6
Prevention of workplace violence and harassment	Preparation of a risk assessment related to violence and harassment in the workplace, with the aim of strengthening prevention measures, protecting employees' psychological well-being and promoting a safe, respectful and inclusive working environment	-	Completion by December 2026

Engagement and Collaboration

Objective	Action plan	KPIs	Target
Implementation of innovative digital systems to enhance internal capabilities	Introduction of a new internal collaboration platform to enable real-time data sharing, improve cross-functional communication, accelerate information creation and access, and strengthen data governance through daily backup systems	-	Completion by the first half of 2026
		No. of functions involved	8
Strengthening sense of belonging and team spirit	Completion of a structured assessment and team-building program aimed at strengthening internal collaboration, enhancing individual skills and improving cohesion among teams and corporate functions	-	Completion by the first half of 2026

Diversity & Inclusion

Objective	Action plan	KPIs	Target
Protection and consolidation of a fair, inclusive and respectful work environment (Diversity & Inclusion) across recruitment and selection processes, career management, pay equity, parenthood and caregiving, and work-life balance	Achievement of the UNI/PdR 125:2022 certification, completing the path started in 2025, with the aim of consolidating the gender equality management system and strengthening the company's commitment to equity, inclusion and equal opportunities	-	Certification completed by March 2026
	Drafting of an inclusive language and respectful communication manifesto, addressed to internal and external stakeholders, in order to promote more respectful, aware and consistent relationships aligned with the company's inclusion values	-	Completion by February 2026
	Consolidation of partnerships with organizations operating in compliance with UNI/PdR 125:2022, with the aim of extending gender equality and inclusion principles throughout the value chain	% of compliant suppliers	100%

Diversity & Inclusion

Objective	Action plan	KPIs	Target
Protection and consolidation of a fair, inclusive and respectful work environment (Diversity & Inclusion) across recruitment and selection processes, career management, pay equity, parenthood and caregiving, and work-life balance	Alignment of first-line managers with internal recruitment and selection policies based on objective criteria, in order to prevent decision-making biases, promote fair processes and ensure equal access to company roles	% alignment with internal policies	100%
	Introduction of structured methods to collect timely feedback on the satisfaction of new hires, with the aim of improving the onboarding experience, fostering integration and preventing issues during the first months of employment	Retention rate (no. of employees retained / no. of employees hired) × 100	90%
	Strengthening transparency in the communication of career opportunities, in order to ensure greater fairness in access to professional development paths and recognize merit according to clear and shared criteria	No. of job openings published / total open positions	100%
	Definition and transparent communication of criteria for the allocation of company benefits, with the aim of promoting equal treatment, organizational clarity and trust in internal processes	Average score of internal survey responses	Minimum target: 2.5/4
	Expansion of tools available to employees for reporting potential pay inequalities, with the aim of strengthening listening mechanisms, preventing discriminatory situations and promoting pay equity	Average score of internal survey responses	Minimum target: 2.5/4
	Development of a welfare program dedicated to caregiving and parenthood, aimed at supporting employees in balancing personal and professional life and fostering greater organizational inclusiveness	—	Completion by June 2026

Diversity & Inclusion

Objective	Action plan	KPIs	Target
Protection and consolidation of a fair, inclusive and respectful work environment (Diversity & Inclusion) across recruitment and selection processes, career management, pay equity, parenthood and caregiving, and work-life balance	Promotion of voluntary engagement initiatives for employees on maternity leave, with the aim of maintaining a positive connection with the company, facilitating return-to-work processes and preventing professional isolation	-	Completion by the first half of 2026
	Implementation of new work-life balance support services, aimed at improving employees' well-being, fostering retention and responding more effectively to the needs of the company's workforce	-	Completion by March 2026
	Launch of an external psychological support service dedicated to employees, with the aim of providing qualified support for emotional well-being, preventing situations of distress and strengthening a culture focused on people care	-	Completion by June 2026
	Promotion of a workplace culture based on a zero-tolerance principle towards discriminatory, violent or harassing behaviors, through training and awareness-raising activities addressed to the company's workforce	-	Completion by December 2026

Employer branding

Objective	Action plan	KPIs	Target
Attracting local talent (external target) and retaining current employees (internal target) by engaging and motivating them as brand ambassadors	Development of a brand manual dedicated to employees, including shared company guidelines to ensure consistency in communication and individual behaviors (netiquette guidelines for the appropriate use of LinkedIn)	-	Completion by December 2026
	Increasing employee engagement in internal needs assessment surveys	Participation rate	At least 60% of employees

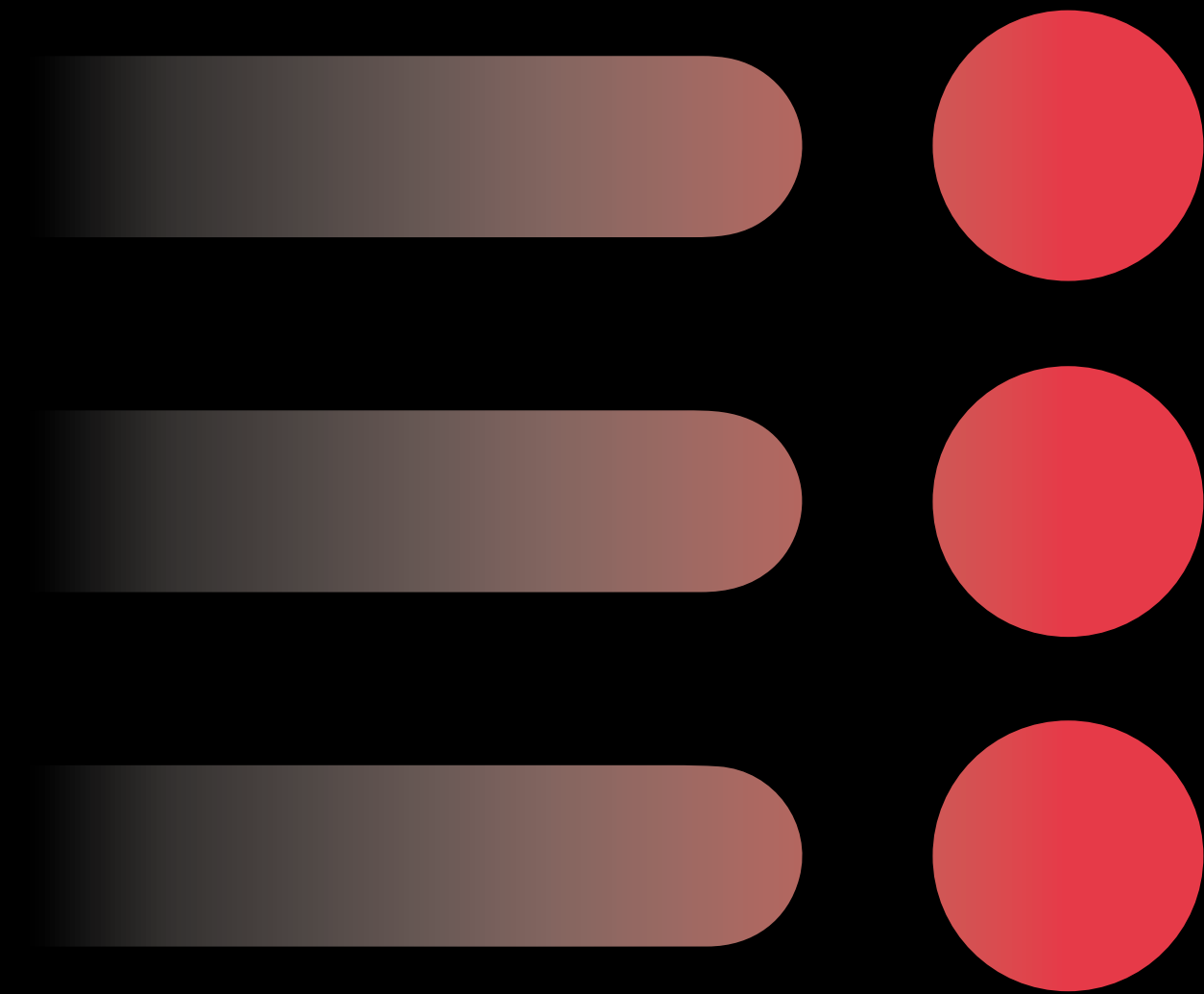
Employer branding

Objective	Action plan	KPIs	Target
Brand awareness measurement	Analysis and mapping of views and interactions on the company's LinkedIn page	-	Completion by December 2026
Talent attraction	Improving talent attraction by increasing the quality of job applications received	% of suitable candidates out of total applications received	At least 60%

Corporate Organization and Ethics

Objective	Action plan	KPIs	Target
Strengthening the corporate governance system and promoting an ethical and transparent organizational culture	Integration of new predicate offences into the 231 Model, with the aim of strengthening the prevention system for administrative liability risks and ensuring the continuous update of compliance safeguards	-	Model updated with new offences by December 2026
	Conducting new assessments within the relevant corporate functions, aimed at identifying potential risk areas, strengthening internal controls and improving the effectiveness of the governance system	No. of assessments conducted	3
	Delivery of training on the 231 Model to all employees, with the aim of increasing awareness of expected behaviors, preventing non-compliant conduct and strengthening a culture of integrity	% of employees trained	100%
	Sharing the Code of Ethics with internal and external stakeholders, in order to formalize corporate principles of conduct, strengthen transparency and promote responsible relationships throughout the value chain	-	Completion by the first half of 2026
	Assessment of new rating schemes for the analysis of environmental, social and governance performance, with the aim of improving ESG performance measurement and strengthening the monitoring of sustainability factors	-	Completion by December 2026

Appendices



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Methodological Note

This Sustainability Report has been prepared by Tecnosystemi S.p.A. Società Benefit on a voluntary basis, with reference to the financial year from 1 January 2025 to 31 December 2025. The organizational reporting scope is individual and covers all activities directly carried out by the Company at its operating sites:

- **Plant 1**, Via dell'Industria 2/4, Vittorio Veneto (TV), Italy
- **Plant 2**, Via Caduti del Lavoro 7, Vittorio Veneto (TV), Italy
- **Plant 3**, Via Caduti del Lavoro 5, Vittorio Veneto (TV), Italy

The reporting process is inspired by the **European Sustainability Reporting Standards (ESRS)**, voluntarily adopted in advance of the obligations established by the Corporate Sustainability Reporting Directive (CSRD). The mandatory application of the CSRD requirements for companies of Tecnosystemi's size has been postponed to 2028 by Italian Law Decree No. 95/2025, implementing European Directive 2025/794. This choice reflects the Company's commitment to adopting higher transparency standards than those currently required by regulation, consistently with its status as a Società Benefit and with the values guiding its business model.

Alongside this communication report, Tecnosystemi has prepared and filed a **VSME Technical Report (Voluntary Sustainability Reporting for SMEs)** in accordance with the EFRAG framework, applying the Basic and Comprehensive Modules. The VSME Report was filed together with the 2025 financial statements and represents the reference document for the quantitative and structured reporting of ESG data, ensuring the highest level of traceability, comparability and verifiability of the disclosed information.

The two documents — the communication report and the VSME Report — are complementary: the former provides an accessible overview of the Company's sustainability strategy and development pathway for all stakeholders, while the latter represents its technical and documentary foundation. Both documents incorporate the Impact Report pursuant to Article 1, paragraph 382 of Italian Law No. 208/2015.

The content of this Report has been defined by applying the double materiality principle, which requires ESG matters to be assessed from two complementary perspectives: the impacts generated by the organization on the environment and society throughout the entire value chain (impact materiality), and the risks and opportunities that external factors may create for the Company's ability to generate value in the short, medium and long term (financial materiality).

The analysis involved, through individual interviews, webinars, questionnaires and direct dialogue sessions, internal functions and a structured panel of external stakeholders, categorized according to the segments of the value chain: suppliers, employees, Italian and international customers, local institutions and associations, and banking institutions.

The measurement of greenhouse gas emissions was carried out in accordance with the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Emission factors for Scope 1 and Scope 2 were sourced from the national inventory developed by ISPRA; for Scope 3, the Ecoinvent 3.11 and 3.12 databases were used. For the market-based approach applied to Scope 2 emissions, the emission factor related to 2024 Guarantees of Origin (GO) certificates was adopted. The baseline year is 2024.

Limitations and Exclusions

Some Scope 3 categories — including use of sold products, end-of-life treatment of sold products, and investments — have not been included within the reporting boundary due to the impossibility of obtaining the required data with the necessary level of reliability. The exclusions are indicated in the relevant thematic sections and will be progressively addressed in future reporting cycles.

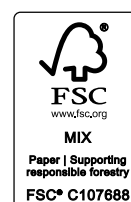
No external assurance has been performed for the 2025 financial year.

Published by
Tecnosystemi S.p.A.
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This document will be made available on the Company’s website
tecnosystemi.com, in the “Sustainability” section.
For information or enquiries regarding this Report and its contents,
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