fondital

SUSTAINABILITY REPORT COMPENDIUM – 2025

“THE SEA IS MADE UP OF DROPS OF WATER”

SILVESTRO NIBOLI

Letter to stakeholders

Dear readers,

We are pleased to present Fondital's 2025 Sustainability Report, a document that demonstrates our commitment to transparently reporting on the sustainability journey undertaken by the company and how it integrates with our industrial strategy and the Silmar Group's long-term vision.

The year 2025 unfolded against a particularly complex economic, geopolitical and energy backdrop, characterised by continued weak demand in some of our key target markets and a constantly evolving landscape. Against this backdrop, Fondital has continued its industrial transformation, strengthening its ability to adapt through investment, innovation and the ongoing improvement of production process efficiency.

For Fondital, sustainability is not separate from the business, but a strategic driver that guides industrial, technological and organisational decisions. The development of highly energy-efficient solutions, the expansion of our range of renewable energy products, the consolidation of the Automotive division and ongoing investment in innovation are concrete examples of a growth model that combines competitiveness, quality and responsibility.

Throughout the year, we continued to implement our investment plan aimed at strengthening the company's competitiveness and increasing the level of automation and innovation at our plants. At the same time, we continued to invest in improving our environmental performance and the energy efficiency of our production processes, while maintaining management systems that ensure high standards of quality, safety and environmental protection.

People continue to be the cornerstone of our development. For this reason, we constantly invest in developing our staff's skills, training, and their health and well-being, in the knowledge that our ability to innovate and meet the challenges of the future depends, first and foremost, on the company's human capital.

This Sustainability Report has been produced with the aim of providing a clear and transparent overview of the initiatives, results and guiding principles that have shaped Fondital. It tells the story of a journey that continues to evolve and reaffirms the company's commitment to creating lasting value by striking a balance between industrial development, innovation, a focus on people and respect for the environment.

Happy reading.

The Board of Directors

SILMAR AND THE GROUP'S SUSTAINABILITY

Our Group

SILMAR GROUP

The Silmar Group is an integrated industrial group comprising top international companies operating in the sectors of heating, recycled aluminium alloys, plumbing and heating systems, plastics recycling and passive fire protection. With 30 production sites worldwide, the Group stands out for its specialisation, technological strength and innovation-driven vision.

OUR GROWTH STRATEGIES:

Cutting-edge technologies
Continuous investment in high-efficiency plants to maximise production, energy, environmental and safety performance.

Research & Development
In-house laboratories equipped with the most advanced technologies to drive innovation, foster continuous improvement and respond swiftly to market demands.

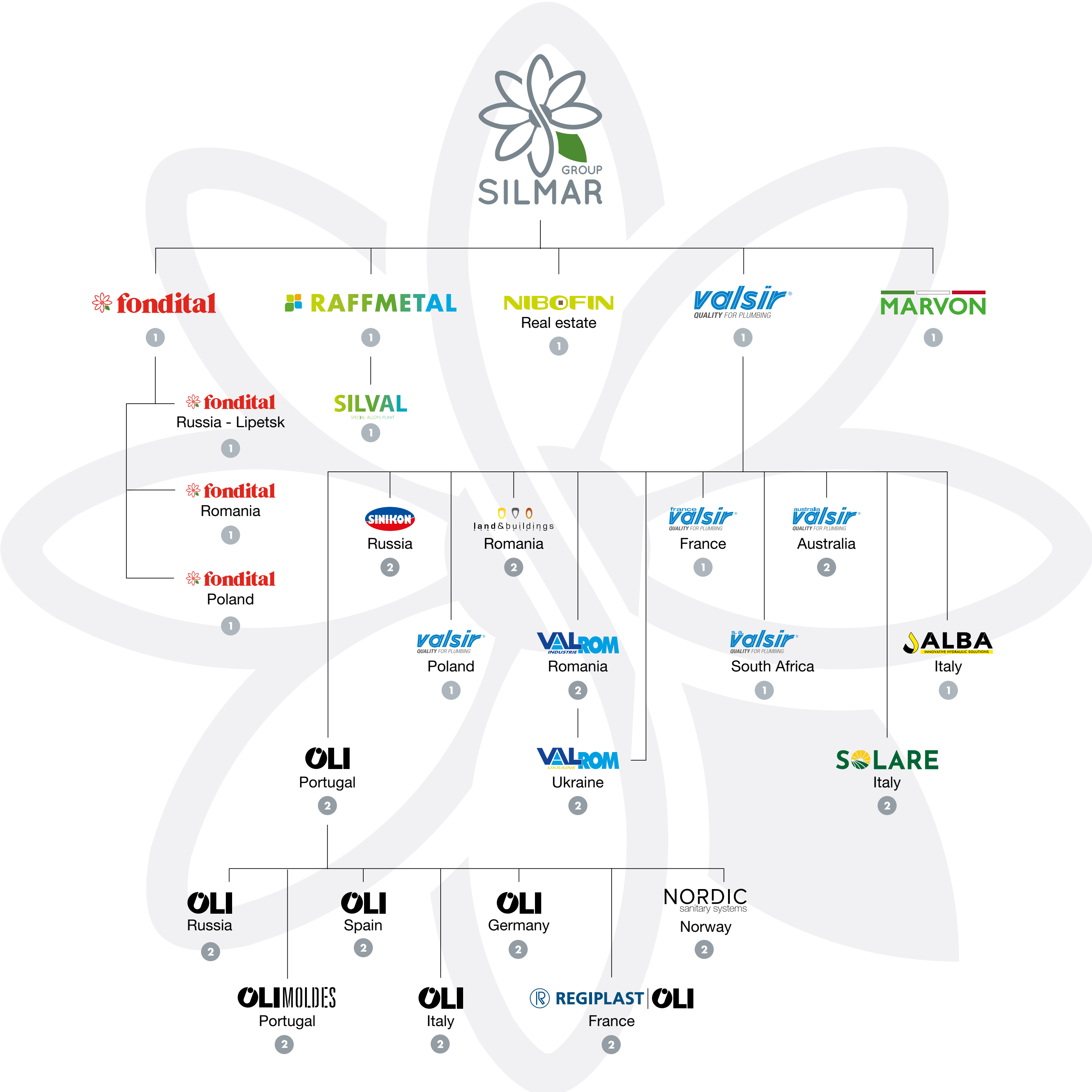
Process digitalisation
Digital solutions to make production and management increasingly efficient, traceable and data-driven.

People at the heart of it all
Continuing professional development, health and safety, and the development of human capital as a strategic driver of growth.

International standards
certified and internationally-recognised management systems in the fields of environmental protection, energy, quality, ethics and occupational safety.

The Niboli family's commitment reflects the Silmar Group's long-term vision, which aims to combine innovation, sustainability and operational excellence, thereby strengthening its role as a responsible and competitive industrial driver.

ORGANISATIONAL CHART



KEY:
1 Subsidiary company
2 Associated company

Silmar Group's strategic priorities

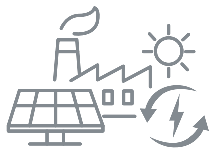
Silmar Group places strong emphasis on energy and environmental sustainability, consistently placing the commitment and passion of its employees, together with continuous technological and digital development, at the core of its operations. The Silmar Group's five strategic priorities are:

SUSTAINABLE DEVELOPMENT (Environmental, Social, Governance – ESG)

The Silmar Group has been working for years to be an industrial group that acts responsibly towards the environment, people and corporate governance. For over ten years, it has measured and reported its results in accordance with international standards, and since 2024 it has adopted the new European rules (ESRS), thereby anticipating the requirements of the CSRD.

ENERGY AND CLIMATE TRANSITION

In line with European climate targets, the Silmar Group has launched a number of projects to reduce its environmental impact. The aim is to achieve net-zero emissions by 2050.

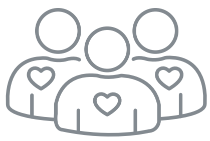


DIGITALISATION, CYBER SECURITY AND CONTINUOUS IMPROVEMENT

The Silmar Group continually invests in new technologies to improve its production, environmental and energy systems and processes, while also focusing on cyber security. The aim is to continuously improve and adapt to rapid changes in the market.

CORPORATE WELFARE

The Silmar Group invests heavily in the well-being of its staff.
It offers training, health and safety initiatives and a welfare scheme with benefits that help employees and their families achieve a healthy work-life balance.



SUPPORT FOR THE LOCAL COMMUNITY

The Silmar Group firmly believes that a company's growth is inextricably linked to that of the local area in which it operates. That is why it supports a wide range of projects.
In 2020, the Silvestro and Margherita Niboli Fund was established at the Fondazione Comunità Bresciana to ensure the ongoing promotion of the founders' values and their connection with the local area.

Silmar Group: the figures

The Silmar Group presents a summary of its key economic and financial results, providing a clear overview of the company's performance.

The figures highlight positive performance and sound resource management, confirming the robustness of the Group's growth trajectory. The figures shown below relate to the 2025 financial year.

€ 1,466,669,000
turnover

3,493
employees

€ 269,881,000
investments over the three-year period

€155,189,000
EBITDA

+30
domestic and international production sites

+100
markets in which the Group operates

1,903,946 m²
total floor area

+60
years of quality and innovation

ESG Highlights

ENVIRONMENTAL

Tonnes of CO_2 emissions avoided in 2025	**29,677 tCO_2eq**
Tonnes of CO_2 emissions avoided from 2010 to 2025	**246,744 tCO_2eq**
Self-generated renewable energy in 2025	**61,263,369 kWh**
Proportion of electricity demand met by renewable sources in 2025*	**54%**
Proportion of electricity demand met by renewable sources by 2027*	**89%**
With targets for Scope 1, 2 and key Scope 3 emissions	**Transition Plan**
Exploitation of secondary raw materials in intra-group production cycles	**Industrial symbiosis**

SOCIAL

Support for the local community for educational, sporting, cultural and healthcare initiatives since 2014	**€ 10,443,000**
Training hours delivered on safety, technical skills, sustainability and leadership in 2025	**71,400 hours**

GOVERNANCE

Based on the 231 Model, the Code of Ethics, the human rights and anti-corruption policies, the whistleblowing systems and the information security frameworks, including cybersecurity and privacy protection, to safeguard integrity and organisational resilience	**Ethical governance**
Cases of active and passive corruption in 2025	**0**

* Items included: solar power, Guarantees of Origin from Energy Release and, since 2027, PPAs.

OUR EVOLUTION

1963
FREDDI & NIBOLI
COMERO – ITALY

1970
fondital
PLANT V1
VESTONE – ITALY

1979
RAFFMETAL
CASTO MALPAGA – ITALY

1987
valsir
VESTONE – ITALY

fondital
PLANT V2
VESTONE – ITALY

1989
RAFFMETAL
CASTO FERRIERA – ITALY

2011
fondital
PLANT EXPANSION C1
CARPENEDA – ITALY

valsir
PLANT V2
VOBARNO – ITALY

2012
valsir RECYCLING DIVISION
CARPENEDA – ITALY

2013
s.a. valsir
JOHANNESBURG - SOUTH AFRICA

s.a. valsir
CAPE TOWN - SOUTH AFRICA

2015
ÖLI
MOSCOW - RUSSIA

ÖLI
MÖCKMÜL – GERMANY

2016
australia valsir
PERTH – AUSTRALIA

2018
ALBA INNOVATIVE HYDRAULIC SOLUTIONS
BRESCIA – ITALY

2019
fondital
LIPETSK – RUSSIA

2020
valsir
ROÈ VOLCIANO – ITALY

fondital
PLANT C3
CARPENEDA – ITALY

SILVAL SPECIAL ALLOYS PLANT
CARPENEDA – ITALY

2021
MARVON
CARPENEDA – ITALY

The beginning of a dream, looking to the future

1990
- fondital – PLANT C1, CARPENEDA – ITALY

1992
- Nova Florida – VESTONE – ITALY

1993
- OLI – AVEIRO - PORTUGAL
- OLI – CARPENEDA – ITALY
- OLI MOLDES – AVEIRO – PORTUGAL

1995
- RAFFMETAL – ODOLO – ITALY

1996
- VALROM INDUSTRIE – BUCHAREST – ROMANIA

1999
- valsir QUALITÀ PER L'IDRAULICA – SKAWINA – POLAND
- france valsir QUALITY FOR PLUMBING – MONTAGNY – FRANCE

2001
- valsir QUALITÀ PER L'IDRAULICA – PLANT V1, VOBARNO – ITALY

2002
- MARVON – VESTONE – ITALY
- VALPLAST ÎN JURUL TĂU – BUCHAREST – ROMANIA
- SINIKON – TROITSK – RUSSIA

2006
- VALROM UKRAINE – VINNITSA – UKRAINE
- land&buildings – BUCHAREST – ROMANIA
- fondital – PLANT C2, CARPENEDA – ITALY

2009
- NIBOFIN – BRESCIA – ITALY

2022
- valsir QUALITÀ PER L'IDRAULICA – CARPENEDA – ITALY
- NORDIC sanitary systems – OSLO – NORWAY
- fondital – PLANT EXPANSION C3, CARPENEDA – ITALY
- RAFFMETAL – NUVOLERA – ITALY

2023
- valsir QUALITÀ PER L'IDRAULICA – VEROLANUOVA – ITALY
- SOLARE – VESTONE – ITALY

2024
- REGIPLAST | OLI – PARIS – FRANCE

2025
- valsir RECYCLING DIVISION – PREVALLE – ITALY
- OLI – MADRID - SPAIN

THE FONDITAL COMPANY

Fondital Italia, ESG Highlights

Founded in 1970, Fondital is now a European leader in the **production of aluminium radiators** and a major international player in **heating systems and structural aluminium components for the Automotive sector**.

A pioneer in the development of die-cast aluminium radiators, the company combines innovation, quality, efficiency and sustainability through a vertically integrated production structure, ongoing investments in research and development, and a **commercial presence in over 70 countries**.

A focus on people, process innovation and the development of strong relationships with customers and partners round off a business model geared towards continuous improvement.

FONDITAL

ENVIRONMENTAL

Electricity demand covered by renewable energy, including Guarantees of Origin, 2025*	**61%**
Production and self-consumption of energy from renewable sources through photovoltaics, 2025	**4,523,162 kWh**
CO_2 emissions avoided since 2010	**64,960 tCO_2eq**
Recycled aluminium used as a raw material in the production of die-cast radiators	**100%**

SOCIAL

Direct staff (average number)	**674**
Permanent employment contracts	**99%**
Hours of training delivered in 2025	**9,400 hours**
Average training hours per year per employee*	**15.1 hours**
Total contributions to the local community since 2014	**> € 1,500,000**

GOVERNANCE

Based on the 231 Model, the Code of Ethics, whistleblowing systems and information security, including cybersecurity and privacy, to safeguard integrity and resilience	**Ethical governance**
Cases of active and passive corruption in 2025	**0**

* Items included: solar power and Guarantees of Origin from Energy Release.

Fondital currently operates with 6 production sites:

Plant V1

Via Mocenigo, 123 - 25078
Vestone (Brescia, Italy)

Production site for extruded and custom-designed radiators

Plant V2

Via Mocenigo, 131 - 25078
Vestone (Brescia, Italy)

Mould manufacturing mechanical manufacturing facility

Plant C1

Via Provinciale 49 - 25079
Vobarno (Brescia – Italy)

Production site for die-cast radiators and structural Automotive castings

Plant C2

Via Cerreto 40 - 25079
Vobarno (Brescia – Italy)

Administrative, commercial and technical offices. Production site for boilers, electric radiators, heat pumps and fan coils

Plant C3

Via Cerreto 40 - 25079
Vobarno (Brescia – Italy)

Automotive structural castings final
treatment and processing facility

Lipetsk Plant

398010, Lipetskaya obl.,
M.O. Gryazinskiy, g. Gryazi,
ter. OEZ PPT "Lipetsk", str. 53

Production site for die-cast radiators and boilers

“For Fondital, sustainability means designing, manufacturing and innovating responsibly, striving every day for quality, efficiency and continuous improvement.

It means creating lasting value through people, technology and industrial growth that combines competitiveness, environmental protection and a long-term vision.”

Fondital’s aim is to consolidate its position as a leading player in heating and air-conditioning systems and structural aluminium castings for the Automotive sector, through a business model based on innovation, quality and efficiency.

For over fifty years, the company has been developing technologically advanced solutions, while constantly investing in research, product and process innovation, and the development of expertise. Sustainability is an integral part of this process and guides the company’s industrial, organisational and development decisions.

With the introduction of the Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS), Fondital’s sustainability reporting is evolving to provide an even more comprehensive and structured overview of the company’s performance, impacts and objectives.

While the reporting methods have evolved, this Annual Report continues to highlight what has always set Fondital apart: a business model that combines innovation, responsibility, a focus on people and a long-term vision, based on the belief that sustainability is an integral part of the company’s growth and the creation of lasting value.

Fondital’s sustainability governance is organised through the following bodies:

- **Sustainability Core Team:** a strategic and operational body which, in coordination with senior management, shapes the company’s approach to sustainability and the projects arising from it. It comprises senior executives and managers and, depending on the initiatives to be carried out, involves interdisciplinary working groups.
- **Sustainability Department:** a coordinating body that brings together professionals involved in sustainability activities and projects, in various capacities. It works in close collaboration with the various departments within the company to implement sustainability projects.
- **Functional directors and managers:** they help promote a culture of sustainability and pursue ESG objectives within the organisation. By engaging their staff, they promote training, information and ongoing discussion on sustainability issues.

GENERAL INFORMATION

AGGREGATED FIGURES FOR FONDITAL AND ITS SUBSIDIARIES (2025)		
€ 167,818,000 TURNOVER	**€ 9,652,000** INVESTMENTS	**773** EMPLOYEES

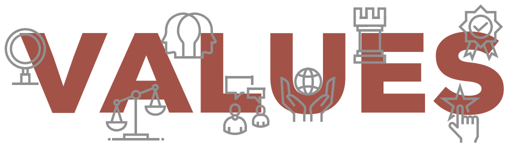
FONDITAL ITALIA'S FIGURES AS AT 31/12/2025		
€ 154,625,000 TURNOVER	**€ 7,634,000** INVESTMENTS	**674** EMPLOYEES
+ 70 ACTIVE MARKETS	**15 PRODUCT** RANGES	**OVER 55 YEARS** OF EXPERIENCE

MANAGEMENT SYSTEMS AND ESG FRAMEWORKS			
ISO 9001 QUALITY	**ISO 14001** ENVIRONMENT	**AEOF** INTERNATIONAL TRADE	**TISAX** INFORMATION SECURITY
IATF 16949 AUTOMOTIVE	**ISO 50001** ENERGY	**ISO 45001** SAFETY	**ASI** RESPONSIBLE ALUMINIUM MANAGEMENT
CODE OF ETHICS ETHICS		**231 MODEL** ADMINISTRATIVE LIABILITY	

FONDITAL

Our mission is to develop **heating systems** and **structural castings for the Automotive sector**, using the most advanced industrial technologies to ensure sustainable products of the highest quality. We are committed to operating with maximum energy efficiency and promoting sound processes for environmental protection. We aim not only to be a centre of expertise, but also a driver of development for our region, actively contributing to its growth and well-being.

Our ambition is to be a company at the forefront of creating **efficient** and **sustainable products**, building strong and long-lasting relationships with our stakeholders, and enhancing our **local roots** to become a **global benchmark**.



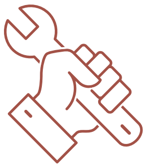
INNOVATION

Today, the innovation and **digitalisation** of a company are part of the vital strategy to remain competitive in a changing market. **Industry 4.0** helps to change and improve our **corporate sustainability**, to increase staff **competence**, as well as to ensure greater **productivity** and **quality** through constant process **monitoring**. Innovation also means constantly investing in **process and product improvement** and in allocating special resources to **taking care of the facilities**.

TEAM SPIRIT

Every **employee** is vital: that's why we have dedicated a **special place** to them within the company's **logo**. The daisy that forms part of it is not just a flower, but a **symbol of family and dedication**: the green leaf represents all our staff, past and present, whose commitment, hard work and expertise have enabled Fondital to grow and innovate. For over 50 years, our **strength** has stemmed from team spirit and fostered through **cooperation**, showcasing the full **human value** of those who work with us.

RESILIENCE



Every **challenge** is an opportunity for **growth**. With this philosophy, we view change not only as inevitable, but also as a necessary process for **improvement**. Our entire business system follows the same procedures applied to the products in our research and development laboratories, where their durability and efficiency are tested. With this in mind, improving our processes is a natural consequence, enabling us to **evolve** in **response to changes in the market**, while remaining **solid** and **reliable**. Resilience is what drives us.

DEDICATION AND THOROUGHNESS

A commitment to our work is the philosophy that guides the way we operate. It has its roots in our local culture and is synonymous with **passion** and **constant commitment** – but that's not all. Our **attention to detail** guides us through our projects and is reflected in every aspect of our business. As a result, this approach has enabled us to develop innovative solutions and bring products of the very highest quality to the market. Attention to detail is not simply an added value, but a prerequisite for responding promptly to the needs of our customers and staff.

TRANSPARENCY

Being transparent and effective when **communicating** generates trust and **credibility**, inside and outside the company. Being able to communicate **directly and transparently** with one's employees generates an **engagement** process in which everyone identifies with what the company is and what the company does. In the same way, being transparent towards one's external stakeholders means spreading a **truthful image** of the company, its activities and its products: it means generating **trust** in customers, suppliers, entities and institutions.

"GLOCAL" SPIRIT

Valle Sabbia, our birthplace and source of inspiration, is also the **driving force** behind our success. Over more than 50 years of experience, we have struck a **perfect balance between tradition and innovation**. This approach has enabled us to successfully expand with determination into **international markets**, where the Fondital name is now synonymous with "Made in Italy" quality and authenticity. Our ability to expand globally while remaining true to our **roots** is what we call the "Glocal Spirit".

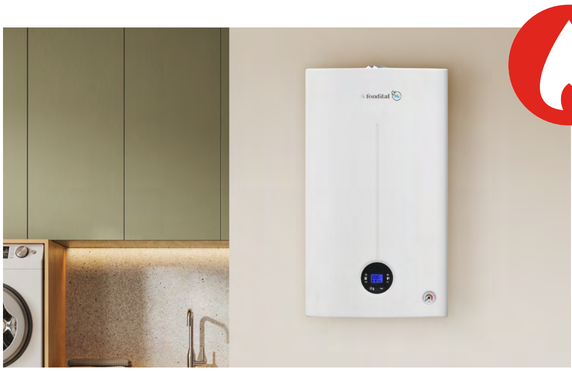
INTEGRATION

Integration is synonymous with **coordination**, planning and optimisation of business processes. It's an approach that fosters **synergy** both within Fondital's departments and across the Silmar Group ecosystem. The result is a **robust structure** of seamless processes, in which each function is closely interconnected, enabling **precise operation** and ensuring that projects are completed efficiently. Having a network of integrated processes is essential for **responding flexibly yet promptly to market demands** and for improving our operational efficiency and the quality of our products in a timely manner.

OUR PRODUCT PORTFOLIO

HEAT PUMPS

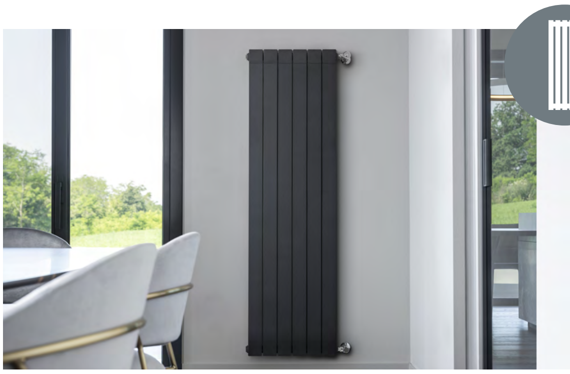
WATER HEATER WITH HEAT PUMP



CONDENSING BOILERS

TRADITIONAL BOILERS

DIE-CAST RADIATORS



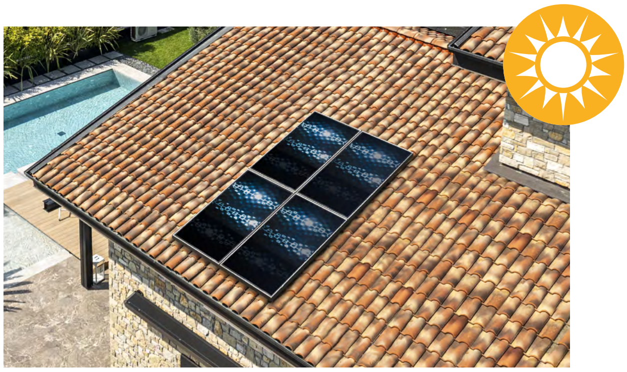
EXTRUDED RADIATORS

ELECTRIC RADIATORS

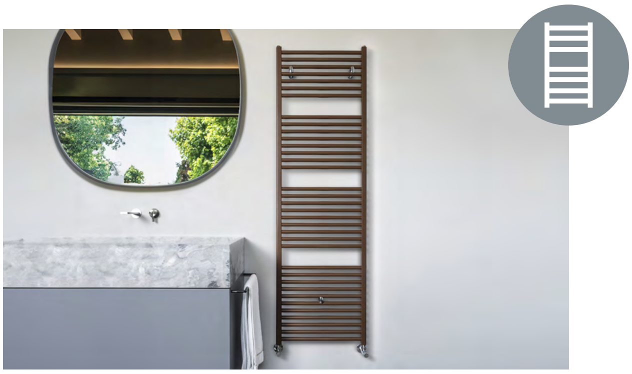
HYBRID SYSTEMS

FANCOILS

CONDENSING MODULES



THERMAL SOLAR



TOWEL RAILS

DESIGNER RADIATORS

GAS CONVECTION HEATERS

Environment

Climate change

VISION

Fondital recognises climate change as one of the major systemic challenges of our time and considers energy and emissions management to be key elements of its sustainability strategy.

The company promotes a development model focused on energy efficiency, technological innovation and the gradual reduction of its environmental impact by integrating climate issues into its decision-making processes and the management of its operations.

In line with the Silmar Group's sustainability principles, Fondital constantly monitors its environmental performance and promotes initiatives aimed at improving process efficiency, increasing the use of energy from renewable sources and helping to reduce greenhouse gas emissions.

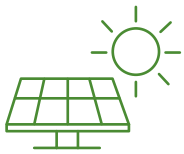
THE PILLARS OF CLIMATE ACTION

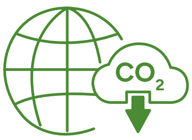
ENERGY EFFICIENCY

Continuous improvement in energy performance through energy efficiency measures, optimisation of production processes and constant monitoring of energy consumption, with the aim of progressively reducing energy requirements.

ENERGY FROM RENEWABLE SOURCES

A business plan aimed at increasing the use of energy from renewable sources through the self-generation and self-consumption of electricity from photovoltaic systems, as well as through the procurement of energy certified by Guarantees of Origin, with the aim of progressively reducing dependence on fossil fuels.



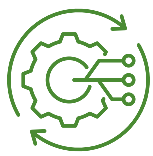


EMISSIONS REDUCTION

Development of increasingly energy-efficient and environmentally friendly products and processes, with a particular focus on technological innovation, the use of low-GWP refrigerants and the gradual reduction of emissions associated with the company's operations.

INNOVATION FOR DECARBONISATION

The development of increasingly efficient products, technologies and processes is one of the key ways in which Fondital helps reduce emissions throughout the life cycle of its operations and the solutions it offers to the market.



THE KEY MILESTONES ON THE PATH TO SUSTAINABILITY

1997 – Achievement of UNI EN ISO 9001 certification

2011 – Installation of the **first photovoltaic plant** at Carpeneda 2 (363 kWp)

2012 – Installation of the **photovoltaic system** at Vestone 2 (199 kWp)

2012 – Introduction of the **heat pumps** in the product range

2014 – **Expansion of the photovoltaic plant** at Carpeneda 2 (+137 kWp)

2015 – Installation of the **Energy Management software**

2017 – UNI EN ISO 14001 **Certification** for the environmental management system

2017 – UNI EN ISO 50001 **certification** for the energy management system

2018 – IATF 16949**certification** for the Automotive sector

2019 – First **Sustainability Report** in accordance with the GRI standards

ENERGY PRODUCTION

CERTIFICATIONS

SUSTAINABILITY

EFFICIENCY AND INDUSTRIAL REGENERATION

2020

Calculation of the organisation's carbon footprint in accordance with UNI EN ISO 14064

Start of **production of structural automotive castings** made from alloys with a high recycled aluminium content

2021

ASI **Certification** for the responsible management of aluminium

2022

Optimisation of the **radiator press fleet**

Relamping at the Carpeneda 2 plant

2023

Refurbishment of the compressor rooms at all plants

First certification of the Sustainability Report in accordance with GRI standards

First **LCA study** on automotive structural castings

2024

Expansion of the solar farm in Carpeneda and Vestone to approximately **6 MWp** of installed capacity

Installation of **IE5 high-efficiency motors**

First **sustainability report** in accordance with the **ESRS standards**

Full range of condensing boilers compatible with **natural gas-hydrogen blends of up to 20%**

2025

Expansion of the range with fully electric solutions and heat pumps using the natural refrigerant R290

Extension of **LCA studies** to the aluminium hydronic and electric radiators

2026

First company in the sector to obtain **EPD certification** for **aluminium hydronic and electric radiators***

*Certification is expected to be achieved by the second half of 2026.

Fondital pursues an energy policy aimed at continuously improving its environmental and energy performance, promoting the efficient use of resources and responsible energy management.

The aim is to make a tangible contribution to reducing greenhouse gas emissions and mitigating climate change through energy efficiency measures, technological innovation and the gradual integration of energy from renewable sources.

The Executive Management and the Board of Directors are leading this initiative by promoting the continuous improvement of environmental and energy performance, in line with the international **ISO 14001, ISO 50001** and **ASI** standards.

The policy involves the entire organisation and all stakeholders, with input from key figures such as Energy Managers, as well as all business functions that contribute to achieving the energy and climate targets. To underpin this commitment, the company has established specific procedures to support all the energy management systems it has adopted, identifying benchmark consumption figures and performance indicators to guide improvement initiatives.

Against this backdrop, throughout 2025 Fondital continued its efforts to reduce climate-changing emissions, focusing on improving energy efficiency and increasing the self-consumption of energy from renewable sources. The initiatives carried out form part of the broader energy transition and environmental sustainability process currently being developed, in line with the European emissions reduction targets.

RENEWABLE ELECTRICITY: PHOTOVOLTAIC SYSTEMS

The solar power systems installed at Fondital's plants contribute to generating electricity from renewable sources for the company's own consumption, reducing the need to purchase electricity from the grid and its dependence on fossil fuels.

+6,500 kWp
of installed capacity

+29,000 m²
of surface area

equivalent to the average annual consumption of
2,166 households*

+4,523,000 kWh
of renewable electricity generated and self-consumed

16%
self-consumption as a proportion of total demand

* Calculated on the basis of an average annual electricity consumption of 3,000 kWh per household.

Fondital's commitment to mitigating climate change is reflected in concrete initiatives covering production processes, products and management systems. The main activities carried out in 2025 included:

Optimisation of the fume extraction system in the Radiator Foundry department to improve its efficiency. The initiative helped reduce the energy consumption of the fume extraction system by **17%.**

Optimisation of the stirrer's operation in the Radiator Foundry department during periods of inactivity, with the aim of reducing energy consumption. The project resulted in a **31%** reduction in energy consumption.

Environmental assessment of products using LCA analysis on aluminium hydronic and electric radiators, with the aim of obtaining **EPD certification**. Certification is expected to be obtained by the second half of 2026.

Refurbishment of the cooling system in the Radiator Painting Department, involving the replacement of the existing pipework and optimisation of the plant layout. The initiative will help reduce the cooling system's energy consumption by **40%.**

Launch of **low-climate-impact solutions for residential heating** on the market. The solutions developed are designed to facilitate the gradual replacement of traditional combustion systems through the use of renewable energy sources, improved energy efficiency and refrigerants with a low Global Warming Potential (GWP).

Calculation of Scope 1, 2 and 3 emissions in accordance with UNI EN ISO 14064.

As part of this ongoing process, Fondital has laid the foundations for developing its **Energy and Climate Transition Plan**, in line with the ISO 14064 standard, which is due to be implemented in the coming years.

The plan will set out measurable targets for reducing Scope 1, Scope 2 and, where possible, Scope 3 emissions over the short, medium and long term, through a participatory process involving the company's key departments and the Board of Directors.

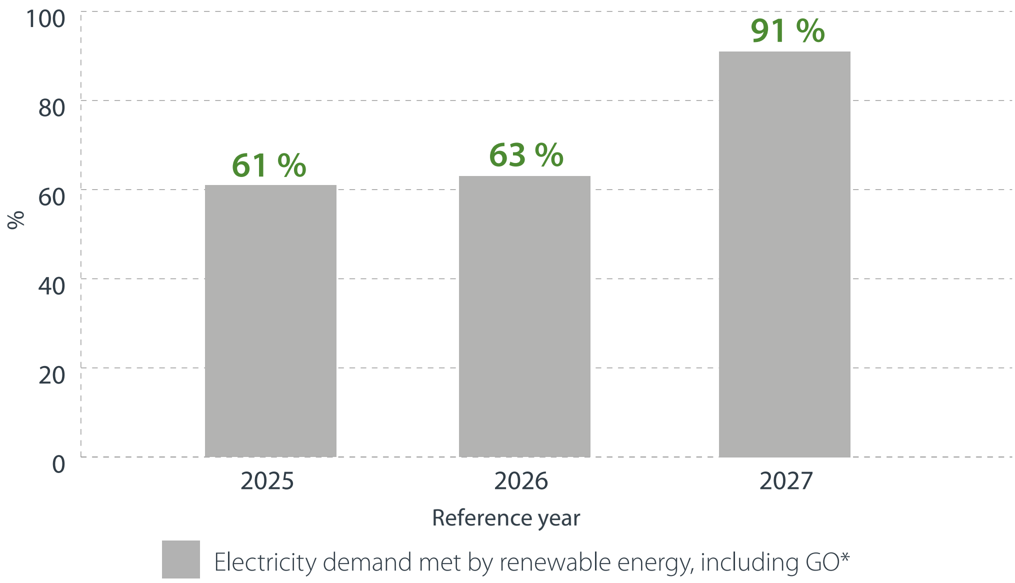
Thanks to the energy efficiency measures implemented, compared to the reference year of 2015 the energy consumption avoided by Fondital in 2025 amounted to approximately:

2,806,551 kWh of electricity	Equivalent to the annual consumption of **935 households***	Equivalent to approximately **663 tonCO_2eq** avoided (Scope 2)
384,026 Sm³ of natural gas	Equivalent to the annual consumption of **310 households***	Equivalent to approximately **770 tonCO_2eq** avoided (Scope 1)

* Sm³/household 1,240 – kWh/household 3,000.

PROPORTION OF ELECTRICITY DEMAND MET BY RENEWABLE SOURCES

The company's stated objective is to **gradually increase the proportion of its electricity requirements met by energy from renewable sources**, including self-generated energy and energy certified through Guarantees of Origin. The following chart shows the targets for increasing the proportion of electricity demand met by renewable energy sources over the three-year period 2025–2027.



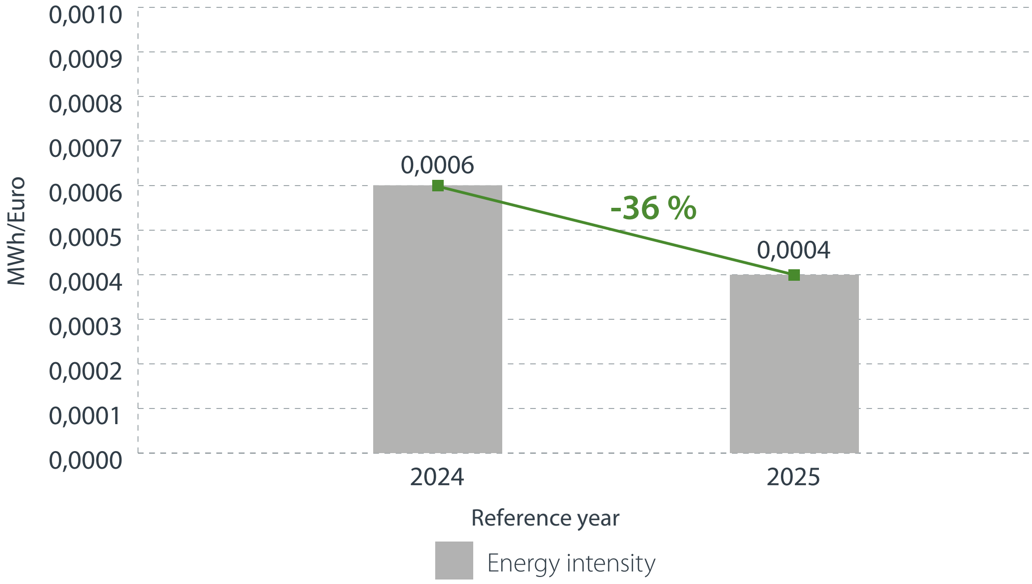
* Items included: solar power, Guarantees of Origin from Energy Release and, since 2027, PPAs.

ENERGY CONSUMPTION AND ENERGY MIX

In 2025, total energy consumption fell compared to 2024. This change is mainly attributable to the change in the scope of reporting following the disposal of the company Special Alloys, as well as to the reduction in natural gas and electricity consumption.

Energy intensity, calculated as the ratio of total energy consumption to net revenue, has fallen by 36% compared to 2024. This trend mainly reflects the reduction in energy consumption resulting from the change in the scope of reporting and production trends during the year.

The following chart shows the trend in the share of energy from renewable sources as a proportion of total energy consumption over the two-year period 2024–2025.



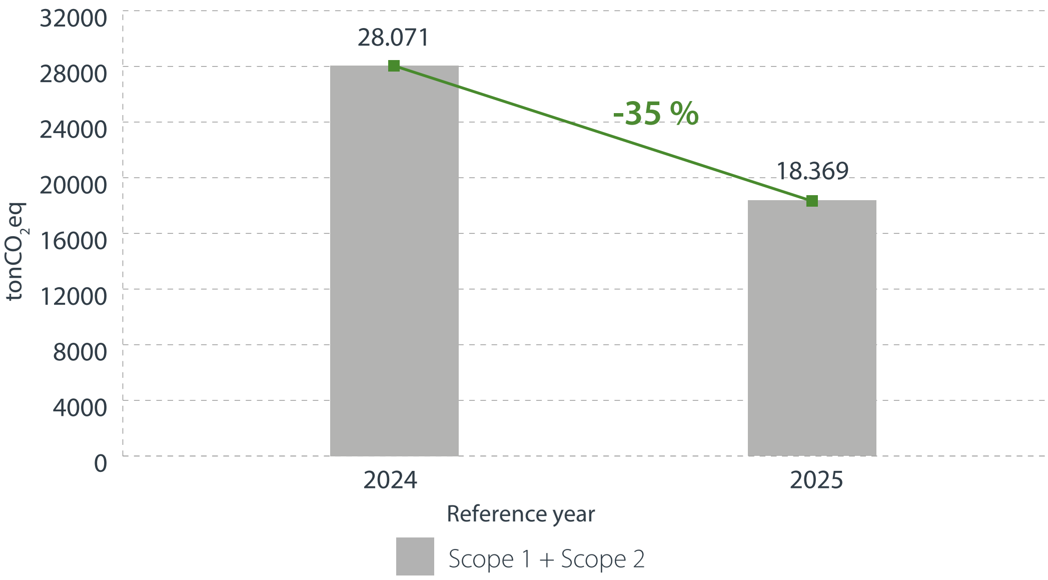
The energy mix shows an increase in the share of energy from renewable sources, rising from 4.1% to 7.3% of total energy consumption. The renewable component consists of electricity generated on-site using photovoltaic systems installed at the company's plants.

SCOPE 1 AND 2 EMISSIONS

In 2025, gross Scope 1 and Scope 2 (market-based) greenhouse gas emissions fell by 35% compared to 2024.

The change is mainly attributable to the change in the scope of reporting following the disposal of the company Special Alloys, as well as to the energy efficiency measures implemented during the year.

The table below shows the trend in Scope 1 and Scope 2 (market-based) emissions over the two-year period 2024–2025.



Pollution

VISION

Fondital considers the prevention and reduction of pollution to be a key aspect of its environmental responsibility. The company has adopted a proactive approach based on continuous improvement, integrating monitoring systems, pollution control technologies and innovation in production processes with the aim of preventing environmental impacts and ensuring high standards of environmental protection.

The monitoring of atmospheric emissions, effluents and other significant environmental aspects forms an integral part of the company's operational management, which focuses on compliance with applicable regulations, process efficiency and the continuous improvement of environmental performance.

POLLUTION

For Fondital, reducing pollutant emissions represents a concrete commitment to managing the environmental impacts associated with its production activities. To this end, the company has adopted an integrated environmental management system that combines continuous monitoring, extraction systems and high-efficiency abatement systems, alongside innovations in production processes to reduce pollutants directly at the source.

All production activities are carried out in compliance with **Environmental Authorisations (AIA and AUA)** and **Best Available Techniques (BATs)**, which set out the technical requirements and applicable limits for the various environmental aspects. Control and monitoring activities are carried out in accordance with the relevant **UNI EN standards**, and the associated analyses are conducted by **accredited laboratories**, thereby ensuring the reliability and quality of the data collected.

Scheduled maintenance and constant monitoring of the extraction and abatement systems ensure that they remain efficient over time, with all activities regularly tracked and documented within the context of the **ISO 14001-certified Environmental Management System**.

The management of hazardous substances is supported by **specific containment and control measures**, including the segregation of high-risk areas, the protection of collection networks and the regular maintenance of the relevant infrastructure. These measures help prevent potential soil and groundwater contamination and ensure a high level of environmental protection.

0 Environmental incidents recorded in 2025	**100%** of emissions and exhaust checks in line with the authorised limits in 2025

Throughout 2025, atmospheric emissions were in line with the authorised limits across all production departments. Similarly, periodic checks carried out on the effluent from the cooling towers and the Vestone wastewater treatment plant have confirmed compliance with the regulatory limits applicable to water discharges.

Water and marine resources

VISION

Fondital recognises water as an essential resource for its production processes and as a natural asset to be protected through responsible, efficient and sustainable use. Water management is a strategic element of the company's environmental management and guides its decisions towards the continuous improvement of environmental performance and the prevention of environmental impacts.

Through constant monitoring of consumption, optimisation of production processes and the adoption of dedicated technological solutions, Fondital is working to progressively reduce water consumption, promote water recovery where possible and ensure the protection of water quality.

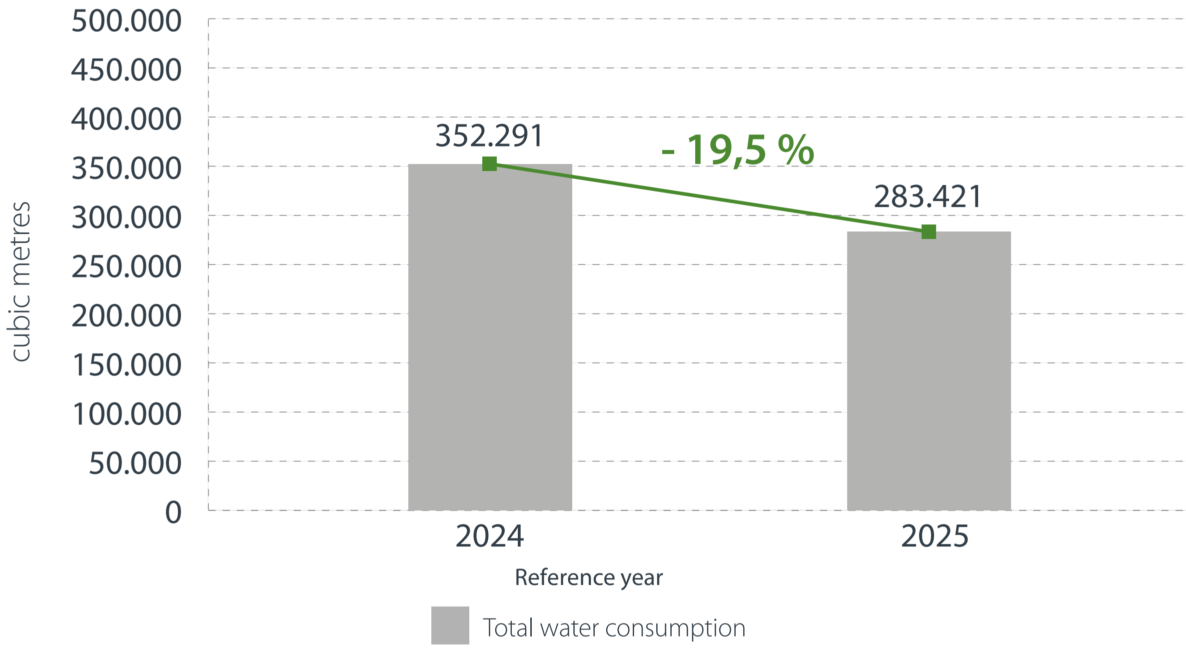
SUSTAINABLE MANAGEMENT OF WATER RESOURCES

Water is an essential resource for Fondital's production processes and is therefore one of the key areas of focus in the company's environmental management.

For this reason, its management is integrated into the **ISO 14001-certified Environmental Management System** and is based on **an approach focused on monitoring, efficient use of resources and the prevention of environmental impacts**. Through initiatives aimed at optimising water consumption in its production processes and ensuring the compliance and quality of its effluent, Fondital promotes the responsible use of water, thereby contributing to the protection of water bodies and local ecosystems.

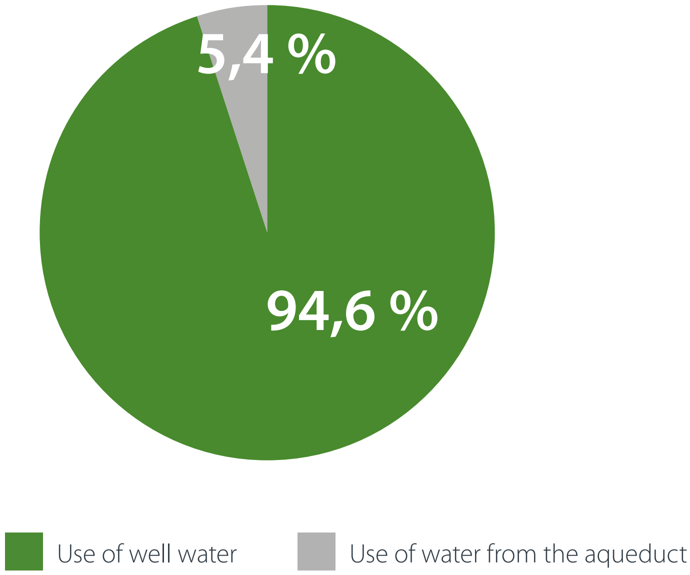
In 2025, water consumption was down by 19.5% compared to 2024. This change is mainly attributable to the change in the scope of reporting following the spin-off of the Special Alloys division.

The following table shows the trend in water consumption over the two-year period 2024–2025.



The water used in production activities mainly comes from the company's own wells, which accounted for 94.6% of total water withdrawals in 2025, while the remainder was supplied by the mains water network.

The table below shows the breakdown of water abstraction by source of supply in 2025.



To promote the efficient use of this resource, Fondital employs **closed-loop systems and recirculating cooling towers**, which enable water to be reused in industrial processes and help reduce overall water abstraction. The painting departments at Plants C1 and C3 are also equipped with zero-discharge treatment plants, which enable the complete recovery of process water, helping to reduce discharges and environmental impacts.

The Vestone plant operates an on-site **wastewater treatment plant**, which has recently been upgraded with additional treatment facilities, ensuring compliance with the regulatory limits and helping to protect surface waters. The management of wastewater is carried out in accordance with the relevant regulatory requirements and current authorisations.

All activities are monitored in accordance with certified standards, current environmental authorisations and the applicable UNI EN technical standards, reaffirming Fondital's commitment to the responsible management of water resources, which is particularly important in an area such as Valle Sabbia, classified as being under high water stress according to the Aqueduct Water Risk Atlas.

0
fines or penalties for non-compliance with the regulations in 2025

0
environmental emergencies relating to spills in 2025

Resource use and circular economy

VISION

Fondital regards the circular economy as a key element of its business model and an opportunity to create value through the increasingly efficient use of resources. The company promotes an approach that makes the most efficient use of resources, reduces waste and extends the life cycle of materials, with the aim of combining quality, innovation and sustainability.

This commitment translates into the development of durable and efficient products, the recovery and reuse of raw materials, the optimisation of material flows, the reduction of waste throughout production processes, and the promotion of a corporate culture focused on responsible consumption and the prevention of environmental impacts throughout the entire product life cycle, actively involving staff through training and awareness-raising initiatives.

CIRCULAR ECONOMY

Fondital incorporates the principles of the circular economy into the development of its products, promoting solutions designed to last, deliver high performance and reduce environmental impacts throughout their entire life cycle.

The company applies the principles of eco-design, incorporating environmental criteria from the earliest stages of development to guide the choice of materials, optimise production processes and improve the performance of its products. This approach promotes the efficient use of resources, as well as the durability and reparability of the products, and involves all key business functions across the board – from design to production and from logistics to packaging – with the aim of progressively reducing their environmental impact.

With this in mind, in 2025 Fondital launched a **Life Cycle Assessment (LCA) study on its aluminium hydronic and electric radiators, with the aim of obtaining an Environmental Product Declaration (EPD)**. This initiative represents an innovative project for the aluminium radiator sector and reinforces the company's commitment to increasingly measurable and transparent design focused on reducing environmental impacts throughout the entire product life cycle.

At the same time, trial work continued – carried out in collaboration with a Group company – on the development of new sustainable aluminium alloys for use in the automotive sector, in line with the performance requirements specified by customers.

This approach reaffirms Fondital's commitment to integrating the principles of the circular economy into every stage of product development, making sustainability an increasingly tangible and measurable aspect of its business model.

WASTE MANAGEMENT

Fondital has adopted a circular approach to waste management, with the aim of maximising the recovery and reuse of resources generated by its production processes. This principle guides every stage of production and makes it possible to significantly reduce the amount of material directed to disposal, thereby improving the overall efficiency of the system.

WASTE PREVENTION AND REDUCTION

Numerous measures have been implemented to reduce waste at the source by optimising production processes and using recyclable materials.

SORTING AND SEPARATION

Each facility has separate waste collection systems to facilitate waste recovery, reduce contamination and improve the effectiveness of waste management. Procedures and regular audits ensure that all staff members apply the rules correctly.

MANAGEMENT OF HAZARDOUS WASTE

Hazardous waste is managed by specialist companies in accordance with the current legislation, thereby minimising risks to health and the environment.

MONITORING OF WASTE FLOWS

Centralised management software monitors the quantity and type of waste, enabling statistical analysis. Specific targets are set within the environmental management system to measure the company's performance.

STAFF AWARENESS

Information, training and knowledge-sharing help to foster a culture of sustainability. From day one, staff are briefed on waste management procedures and the importance of this issue.

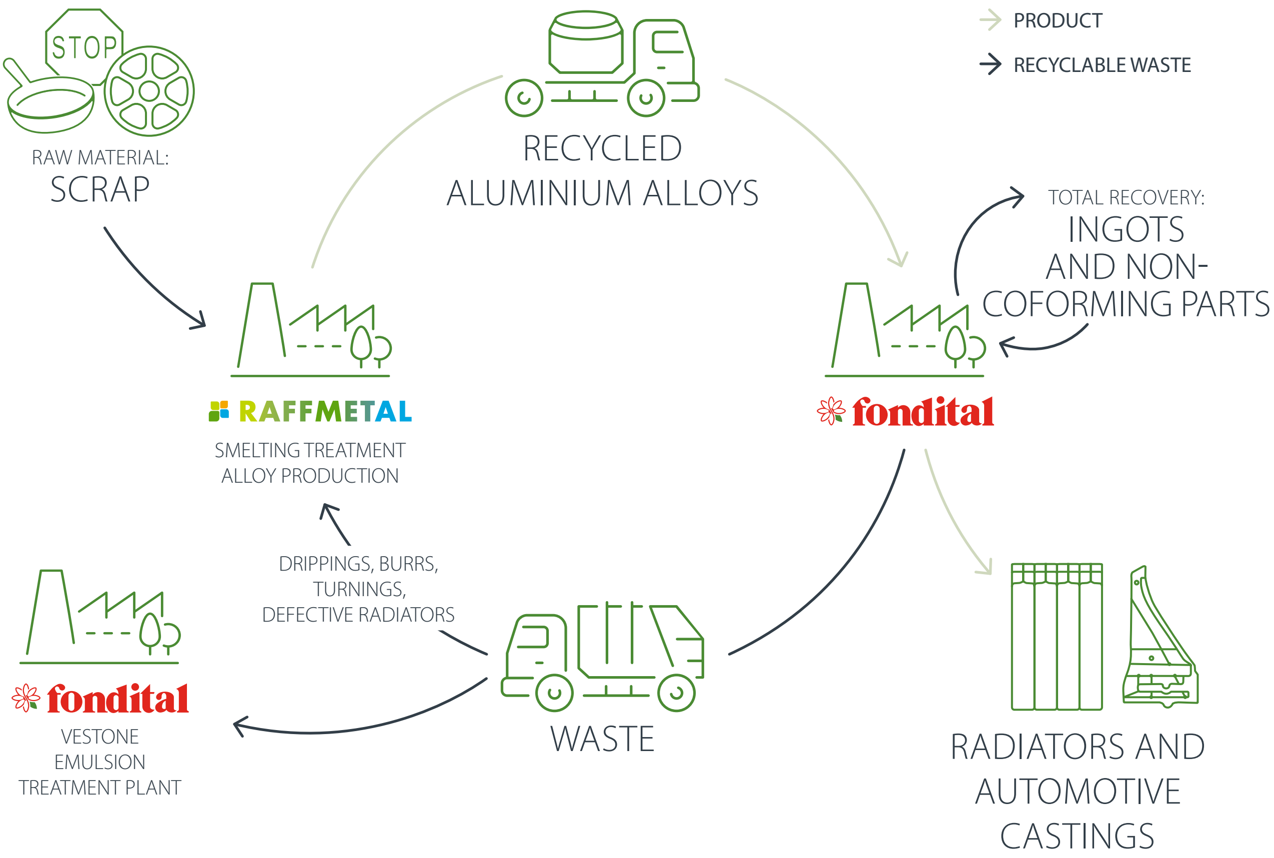
ENVIRONMENTAL CERTIFICATION

The ISO 14001:2015 standard enables a systematic and more effective approach to waste management.

All **aluminium processing residues**, such as ingots and non-conforming parts, are remelted and reintroduced into the production processes, ensuring that all the material is recovered and minimising waste generation. **Oil emulsions** are also managed using a resource recovery approach: they are treated at Fondital's authorised plant in Vestone, where the treated water is discharged back into the river in accordance with the current legislation, thereby reducing the volume of waste directed outside the Group.

As part of its ongoing efforts to improve production processes, Fondital has optimised its radiator manufacturing plant by installing **tanks designed to collect and recover oil-based emulsions**. The intervention has made it possible to reduce waste, minimise the consumption of water and coolant oil, and lower disposal costs, while at the same time improving the environmental efficiency of the process.

Waste recovery and treatment within the Group



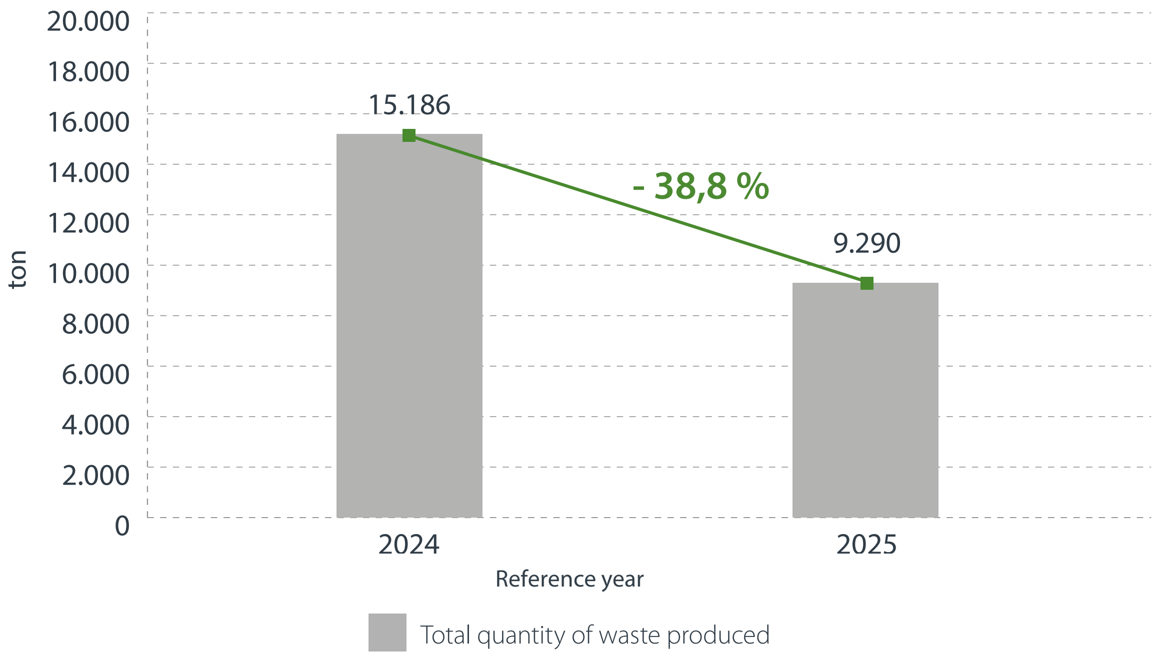
Where direct recovery is not possible, the waste is sent to Silmar Group's treatment facilities, thereby promoting an integrated management model based on resource recovery and industrial synergies.

Through this integrated business model, Fondital is consolidating a production system based on the circular use of resources and the reuse of waste as a new raw material, thereby contributing to an overall reduction in waste and the environmental impact of its operations.

In 2025, Fondital generated a total of 9,200 tonnes of waste, representing a 38.8% reduction compared to 2024. The change is mainly attributable to the change in the scope of reporting following the spin-off of the Special Alloys division from Fondital's scope of consolidation.

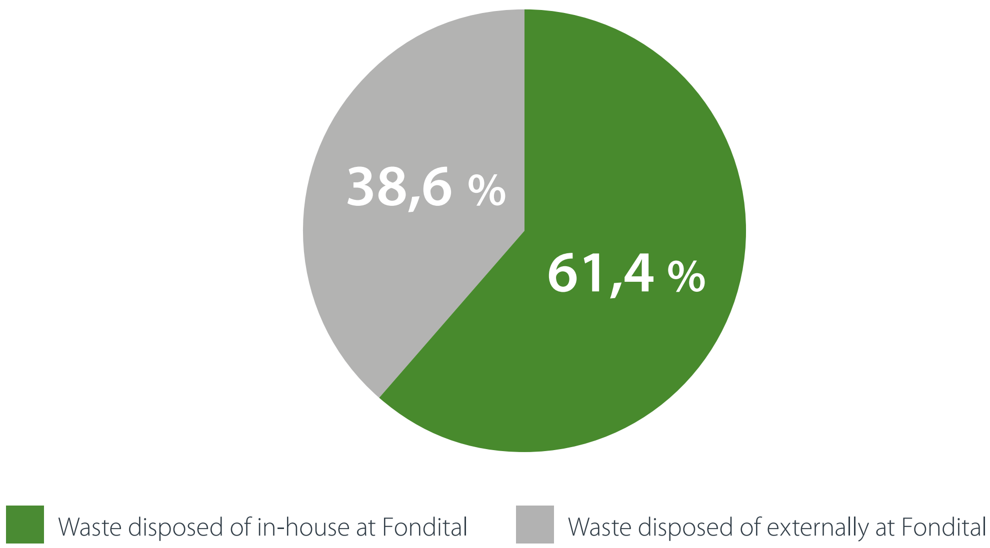
Excluding this change, Fondital continues to pursue a waste management approach focused on prevention, resource recovery and the proper treatment of waste flows through constant monitoring and the improvement of production processes.

The total quantities of waste produced during the two-year period 2024–2025 are set out below.



In 2025, 26.5% of the waste produced by the company was sent for recovery, while the reminder was directed to disposal. Of the waste directed to disposal, 61.4% was managed in-house at the Vestone plant, reaffirming the company's commitment to promoting resource recovery and reducing the volume of waste sent for disposal.

The table below shows the breakdown of waste directed to disposal between in-house and external management in 2025.



SOCIAL

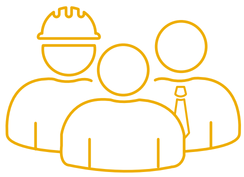
People and communities

VISION

Fondital regards people as essential to the company's growth and the achievement of its sustainable development goals. For this reason, it promotes a safe and inclusive working environment focused on well-being and in which every employee can contribute to the organisation's continuous improvement with competence, responsibility and a spirit of collaboration.

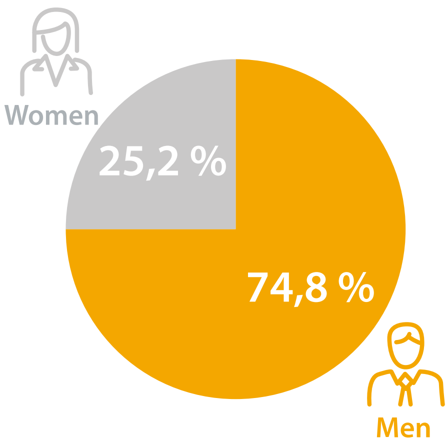
The commitment to our people is reflected in our ongoing focus on training and skills development, with the aim of enhancing the company's wealth of expertise and fostering a culture based on safety, quality, mutual respect and collaboration. Through dialogue and the involvement of its staff, Fondital aims to strengthen the sense of belonging and create the conditions for shared and sustainable development.

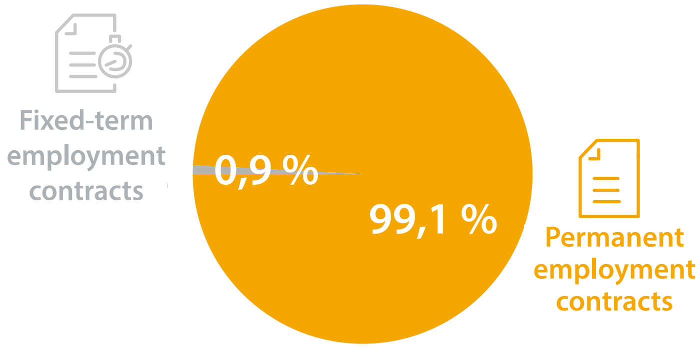
WORKFORCE IN 2025: FONDITAL S.P.A.



674

Average number of employees





In 2025, Fondital S.p.A. had an average of 674 employees. The employment structure remains stable, with permanent contracts accounting for the vast majority of the workforce, representing 99.1% of the average workforce, while fixed-term contracts account for 0.9%. The national collective labour agreement (CCNL) covers 100% of staff.

This focus on the principles of inclusion and empowering people is also reflected in the composition of the workforce. In 2025, women accounted for 25.2% of the average workforce, 57.1% of the Board of Directors and 30.3% of managerial positions (senior and middle management).

CORPORATE WELFARE AND EMPLOYEE WELL-BEING

Fondital regards people's well-being as a key factor in fostering a positive, inclusive and growth-oriented working environment. For this reason, **it promotes a comprehensive welfare system that combines the measures provided for under collective bargaining with voluntary initiatives designed to support staff in their personal and professional lives**.

TAX & SOCIAL SECURITY HELP DESK

A free tax and social security advisory service to assist staff with tax returns, INPS paperwork and other administrative obligations.

METASALUTE SERVICE

Supplementary health cover for all staff, with the option to extend this to family members, ensuring a higher level of protection and access to healthcare.

A TASTY BREAK

A free in-house catering service offering all staff high-quality meals and a healthy menu developed in line with the WHP project run by the Lombardy Region and ATS Brescia.

DINING AREAS

Dedicated refreshment areas in each department and office to ensure breaks in a comfortable environment.

WORK EQUIPMENT AND CLOTHING

Employees are provided with appropriate and safe tools and clothing according to their roles.

FLEXIBLE WORKING HOURS FOR MUMS

Flexible working arrangements for working mothers, designed to help them balance family life and work.

ENERGY IN MOTION

Support for staff participation in local sporting events and walks, by covering registration fees, to promote an active lifestyle and physical and mental well-being.

WELFARE PLATFORM

A platform enabling the use of company welfare credits to access goods and services.

PERFORMANCE BONUS

A bonus awarded upon achieving company targets relating to productivity and participation in training programmes.

WELFARE UNDER THE NATIONAL COLLECTIVE LABOUR AGREEMENT FOR THE METALWORKING INDUSTRY

Company contributions provided for under the National Collective Labour Agreement for the Metalworking and Mechanical Engineering Sector, enabling employees to access welfare services and benefits.

PENSION CONTRIBUTIONS

An additional contribution paid by the company on behalf of employees who are members of the sectoral pension scheme.

LOCAL PARTNERSHIPS

Agreements with healthcare facilities and other affiliated businesses in the local area, aimed at offering financial benefits to staff and their families, while helping to support the local community.

SHOPPING AND FUEL VOUCHERS

Voluntary and one-off provision of vouchers for shopping, fuel or welfare services to support employees' purchasing power.

COMPANY HELP-DESK

A counselling and support service managed by the Human Resources Department, dedicated to providing personalised assistance and guidance on professional and personal matters.

HEALTH AND SAFETY

Fondital regards the protection of health and safety as an essential part of its corporate culture and organisational model. The company's aim is to ensure safe working environments by promoting prevention, the active involvement of staff and the adoption of responsible behaviour, based on the belief that safety is a shared value and an essential factor in the organisation's sustainable growth.

The company operates under an ISO 45001-certified Occupational Health and Safety Management System, based on continuous improvement, prior risk assessment and the implementation of measures designed to prevent accidents and occupational illnesses.

In 2018, Fondital also **adopted a behavioural safety model inspired by the principles of Behaviour Analysis**, with the aim of strengthening a culture of prevention through the observation of behaviour, the involvement of staff and the continuous improvement of operational practices.

The principles guiding our safety culture:

INVOLVEMENT AND COLLABORATION

To promote the active involvement of staff, department heads, shift supervisors and technical staff, while highlighting the role of Safety Leaders in fostering a culture of safety.

POSITIVE WORKING ENVIRONMENT

To foster a collaborative and prevention-oriented working environment in which positive reinforcement of safe behaviour helps to strengthen individual awareness and responsibility.

ADOPTION OF SAFE BEHAVIOUR

To analyse working practices and the specific operational characteristics of the various departments in order to identify opportunities for improvement and promote the adoption of increasingly safe working practices, including through regular discussions with staff.

VALUES AND SAFETY CULTURE

To promote and consolidate a shared safety culture at all levels of the organisation, encouraging personal accountability and active involvement in the continuous improvement of health and safety performance.

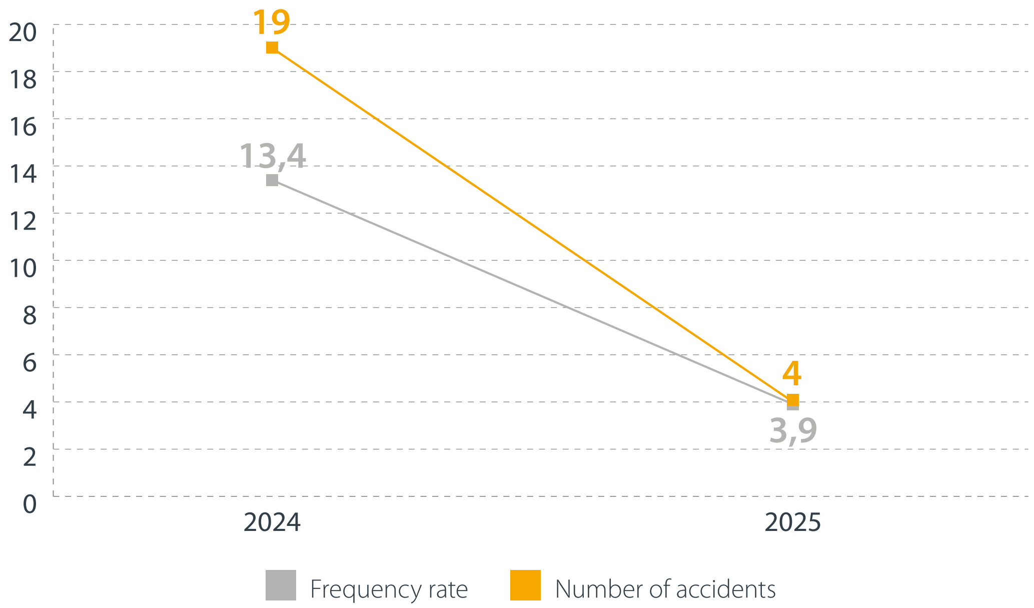
The Occupational Health and Safety (OHS) Management System, certified according to the ISO 45001 standard, applies to 100% of Fondital's staff and serves as the framework for managing activities aimed at preventing risks and safeguarding health and safety at the workplace.

In 2025, there were 4 workplace accidents, down from 19 in 2024, while there were no fatal accidents. The accident frequency rate also fell, from 13.4 to 3.9, reaffirming the company's commitment to continuous improvement. The changes are mainly attributable to the change in the scope of reporting following the spin-off of the Special Alloys division from Fondital.

Fondital's approach is based on the proactive identification of risk situations, the analysis of accidents, incidents and near misses, and the regular updating of risk assessments, with the aim of promptly identifying preventive and improvement measures.

Prevention is underpinned by a participatory approach that encourages the active involvement of staff through regular departmental meetings, dedicated training sessions and the collection of suggestions for improvement, thereby helping to foster a shared culture of safety.

The trend in accidents and the corresponding accident frequency rate for the two-year period 2024–2025 is shown in the graph below.



During 2025, the main health and safety initiatives focused on:

Training on the safe use of material-handling equipment for staff authorised to operate such equipment

Training on ATEX and fire risks for company staff

Continuation of the **Workplace Health Promotion (WHP) programme,** with initiatives focused on prevention, health promotion and the promotion of healthy lifestyles

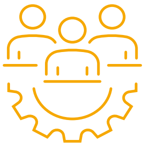
The project VITA - *Valore* **(Value),** *Impegno* **(Commitment),** *Tutela* **(Protection),** *Azione* **(Action):** a training and experiential programme aimed at managers and supervisors in production departments to strengthen their role in promoting health and safety at work and fostering a safety culture

TRAINING

Fondital regards training as a strategic tool for skills development, personal growth and the continuous improvement of the organisation. Investing in training means enhancing the company's knowledge base, fostering process innovation and supporting staff as they develop the skills required by the industrial sector.

It is within this context that the **Corporate Academy** comes into play, an internal training programme through which Fondital promotes knowledge-sharing, the dissemination of corporate culture and the professional development of its staff, enabling them to play an active role in their own career development.

The Corporate Academy's training programme is divided into a range of different courses designed to meet the varied professional and development needs of staff.



TRAINING AND TECHNICAL UPDATES

Training activities designed to update technical and professional skills, tailored to the various roles and operational needs of the company.

TRAINING AND PERSONAL GROWTH

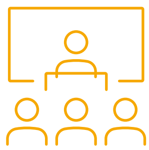
Programmes designed to develop soft and personal skills, with initiatives focusing, amongst other things, on leadership, team building, public speaking, project management and language training.

"SPECIAL" TRAINING PROJECTS

Training programmes designed to provide a rapid and targeted response to specific organisational, technical or development needs.

TRAINING PACKAGE

Annual planning of cross-functional training programmes, organised into numerous sessions, to ensure widespread access to training for all employees.



In 2025, Fondital provided 9,399.5 hours of training, corresponding to an average of 15.1 hours per employee. The training activities covered compulsory training, technical and professional development, operational training, and courses on health and safety.

15.1 average hours per employee
of training delivered in 2025

9,399.5 hours
of training delivered in 2025

>22,700 hours
of training delivered in the 2024–2025 period

Fondital's commitment to training also extends to its distribution network, through a structured programme of training and technical and commercial support aimed at retailers, technicians, installers and partners throughout all stages of the customer relationship, from pre-sales to after-sales.

Training activities facilitate the transfer of the technical know-how developed by the company, promote continuous updating on regulatory and technological developments, and support the dissemination of innovative solutions, thereby helping to strengthen the skills of the entire supply chain.

Through this approach, Fondital contributes to the continuous development of skills throughout its supply chain, enhancing the quality of the service offered to the end customer and promoting innovation in its products.

A COMMITMENT TO THE YOUNGER GENERATIONS

In 2025, Fondital reaffirmed its commitment to training the next generation, strengthening its collaboration with technical and vocational institutes, schools and universities. **Through career guidance, classroom lessons and tours of its facilities, the company helps bridge the gap between the worlds of education and industry**, offering students the opportunity to gain first-hand insight into production processes, the skills required and career prospects within the sector.

These initiatives help strengthen ties with the local community, promote the dissemination of technical skills and support the development of a new generation of knowledgeable and well-trained professionals.

During 2025, the following initiatives, amongst others, were carried out:

Educational sessions aimed at secondary school and university students, featuring technical content and first-hand accounts

Guided tours of the production facilities to gain an in-depth understanding of the technologies and the company's organisation

Support for the development of degree theses and work placement programmes in collaboration with university students engaged in practical business projects

SOCIAL

SUPPORT FOR THE LOCAL COMMUNITY

Responsibility towards the community and the local area has always been a cornerstone of Fondital's corporate culture. In 2025, the company continued its commitment through the **Silvestro and Margherita Niboli Fund**, established in 2020 at the Fondazione della Comunità Bresciana and created with the aim of continuing the generous and forward-thinking work of the founder, Silvestro Niboli, and his wife, Margherita, by supporting cultural, social, healthcare and educational development in the Valle Sabbia area and throughout the province of Brescia.

The main areas of focus are:

- **culture:** enhancing the historical and artistic heritage and encouraging citizens to participate in community life;
- **social:** projects promoting social cohesion and inclusion, with a focus on sport for educational purposes;
- **healthcare:** improving access to and the quality of local healthcare services;
- **education:** school and educational programmes to provide young people with greater opportunities.

Alongside the initiatives supported through the Silvestro and Margherita Niboli Fund, Fondital actively contributes to the social, cultural and sporting development of the communities in which it operates through concrete actions aimed both at mitigating any negative impacts and promoting opportunities for shared growth.

The company regularly supports local initiatives and projects through donations and sponsorships aimed at charities, schools, cultural organisations, healthcare facilities and sports organisations.

These initiatives are a further demonstration of the company's commitment to contributing to the development of the communities in which it operates, strengthening its ties with the local area and promoting shared value.

> € 157,000
total amount of donations made in 2025


A.S.D. VOLLEY SABBIO – MEN'S 1ST DIVISION 2025–2026, SABBIO CHIESE


SCHOOL TOUR OF ITS MECCATRONICA


11-A-SIDE FOOTBALL PITCH IN VESTONE, BRESCIA

GOVERNANCE

Corporate conduct

VISION

Integrity, legality and transparency are the fundamental principles on which Fondital bases its governance system. Through a structured system of rules, procedures and control mechanisms, the company promotes a culture of responsibility that guides decisions, behaviour and relationships with all stakeholders, in compliance with the applicable regulations and the ethical principles that underpin the company.

Through this system, Fondital promotes responsible management and the adoption of behaviours consistent with its values, helping to create a robust and reliable organisation committed to continuous improvement.

BUSINESS ETHICS AND RESPONSIBILITY

Fondital promotes a corporate culture based on integrity, responsibility and transparency, adopting governance measures that ensure compliance with the regulations, risk prevention and the promotion of ethical behaviour throughout the organisation.

The company's commitment to ethical and responsible business conduct is reflected in the implementation of an **Organisational, Management and Control Model** in accordance with Legislative Decree No. 231/2001, approved by the Board of Directors in 2022. **The Model sets out a system of procedures and operational protocols designed to prevent the occurrence of offences or non-compliant behaviour**, including those relating to the environment and health and safety at work, by promoting management practices based on integrity, transparency and regulatory compliance.

Responsibility for ensuring the effective implementation of the Model lies with an independent Supervisory Body (SB), which carries out control and monitoring activities and reports periodically to the Board of Directors.

To complete its governance framework, Fondital has adopted a **Code of Ethics** that sets out the company's guiding principles and values and provides guidance on the conduct of employees, suppliers and business partners. The Code is shared at the start of every employment or collaborative relationship, promoting relationships based on fairness, responsibility and mutual trust.

The promotion of a culture of ethics and compliance is also supported through specific training initiatives aimed at raising awareness among staff and encouraging behaviour consistent with the company's principles.

0
cases of corruption, bribery or related proceedings in 2025

0
breaches or sanctions relating to corruption or conduct contrary to the Code of Ethics identified in 2025

0
disciplinary measures, dismissals, terminations or non-renewals of contracts on grounds relating to corruption or bribery in 2025

An integrated system for ethics and responsibility

CODE OF ETHICS

DISCIPLINARY SYSTEM

SUPERVISORY BOARD

COMMUNICATION, TRAINING AND INFORMATION

PROTOCOLS AND PROCEDURES

INFORMATION FLOWS

WHISTLEBLOWING AND A CULTURE OF LEGALITY

In accordance with Legislative Decree No. 24/2023, the company has adopted a **whistleblowing system**, a channel enabling employees, suppliers and other stakeholders to report, including anonymously, alleged breaches of legislation, the Code of Ethics, the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001 and other non-compliant conduct.

During 2025, a **dedicated digital platform** was introduced, in compliance with the requirements set out in the legislation, enabling the structured and traceable management of reports, including those relating to ESG issues. The system guarantees the confidentiality of the whistleblower's identity, protection against any reprisals and the proper management of the entire process in accordance with a dedicated procedure.

The platform, which is also accessible to external stakeholders, enables the collection and structured management of reports, facilitating the prompt implementation of any necessary corrective actions. The system guarantees anonymity, security and traceability, ensuring the protection of whistleblowers and contributing to the strengthening of corporate integrity.

Through this system, Fondital promotes a culture of legality and accountability in which every report represents an opportunity for prevention and continuous improvement.

Reports are handled by an **Internal Committee** specifically appointed by the Board of Directors, which operates in accordance with the principles of impartiality, confidentiality and whistleblower protection. Where necessary, the Committee may call upon the support of external advisers or the relevant company departments to carry out its verification and investigation work.

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reports received via the whistleblowing platform in 2025

DATA PROTECTION AND TRANSPARENCY

Fondital recognises the importance of **information security** and **data protection** as an integral part of corporate responsibility and has adopted internal policies and procedures to ensure the secure and responsible use of IT systems.

Personal data is processed in full compliance with European Regulation 679/2016 (GDPR) and internal procedures governing privacy protection and information security, which set out roles, responsibilities and operational procedures for the prevention and management of cyber incidents.

To strengthen its cyber resilience, in 2025 the company launched a structured programme of measures combining training, technological innovation and compliance with key regulatory requirements.

The main initiatives carried out in 2025 include:

Cybersecurity Awareness Training, an awareness programme aimed at all staff to raise awareness of cyber risks and promote safe and responsible digital behaviour

Adoption of advanced Extended Detection and Response (XDR) systems for the monitoring and protection of data, digital infrastructure and corporate know-how

Information security training programme relating to TISAX certification

Alignment with the requirements of the NIS2 Directive and incorporation of regulatory requirements into the information security management system, following the successful outcome of the audit

The initiatives implemented strengthen Fondital's information security management system, contributing to the development of in-house expertise, the prevention of cyber risks and the enhancement of the organisation's resilience.

The protection of information and the responsible management of data are essential parts of corporate governance and help to build trust with customers, employees, partners and all stakeholders.

ESRS-GRI-SDG Correspondence table

Material Topic / ESRS Disclosure	ESRS Standard	Related GRI Standards	Related SDGs*
Climate change	ESRS E1	GRI 302, GRI 305	SDG 7, SDG 13
Pollution	ESRS E2	GRI 306	SDG 3, SDG 12
Water and marine resources	ESRS E3	GRI 303	SDG 6, SDG 14
Circular economy and waste management	ESRS E5	GRI 301, GRI 306	SDG 12
Own workforce	ESRS S1	GRI 401, GRI 403, GRI 404, GRI 405	SDG 3, SDG 5, SDG 8
Affected communities	ESRS S3	GRI 203, GRI 413	SDG 11, SDG 16
Corporate conduct	ESRS G1	GRI 205, GRI 206, GRI 207	SDG 16

* Disclosure regarding the use of the SDGs

The content of this publication has not been endorsed by the United Nations and does not reflect the views of the United Nations, its officials or its Member States.

Glossary

AIA

Integrated Environmental Authorisation: a measure setting out the environmental conditions and limitations for an industrial plant.

ASI

Aluminium Stewardship Initiative: an international scheme that certifies the responsible production, sourcing and management of aluminium.

BAT

Best Available Techniques: the best available techniques used as a benchmark for preventing and reducing industrial pollution.

Carbon footprint

The total amount of greenhouse gases associated with a product, process or organisation, expressed in CO_2 equivalent.

CSRD

Corporate Sustainability Reporting Directive: the EU directive governing corporate sustainability reporting.

Double materiality

An assessment of both the company's impact on the environment and people and the financial implications of the ESG topics.

LCA

Life Cycle Assessment: an analysis of a product's environmental impacts throughout all stages of its life cycle.

Circular economy

A model that keeps materials and products in use through reduction, reuse, recovery and recycling.

Climate-changing emissions

Gases that exacerbate the greenhouse effect and contribute to climate change.

EPD

Environmental Product Declaration: a verified environmental declaration setting out a product's impacts throughout its life cycle.

ESG

Environmental, Social, Governance: environmental, social and corporate governance criteria used to assess sustainability.

ESRS

European Sustainability Reporting Standards: European standards that define the content and indicators for CSRD reporting.

Guarantee of Origin

An electronic certificate attesting to the renewable origin of electricity fed into and purchased from the grid.

GHG

Greenhouse gases: atmospheric gases responsible for global warming, such as CO_2, natural gas and nitrous oxide.

HSE

Health, Safety & Environment: a set of systems and activities relating to health and safety at work, and the environment.

Market-based / location-based

Two Scope 2 methods: the first takes energy contracts into account; the second considers the grid's electricity mix.

Reporting scope

Companies, sites, activities and periods included in the collection and presentation of the data reported.

Scope 1 and 2

Emissions categories: direct; indirect from purchased energy.

Industrial symbiosis

A form of collaboration in which one company's waste, energy or resources become useful inputs for another business.

Sm^3

Standard cubic metre: a unit used to measure the volume of gas under standard conditions.

Stakeholders

Stakeholders who are affected by or have an impact on the company, such as employees, customers, suppliers, local communities, institutions and investors.

Climate transition

A strategy designed to reduce emissions and climate risks by aligning technologies, investments and objectives.

AWU

Annual Work Units: a measure of work equivalent to one person employed full-time for one year.

Whistleblowing

Confidential reporting of offences or breaches, with protection for the whistleblower and a ban on retaliation

CERTIFICATIONS

TO VIEW ALL OUR CERTIFICATES, PLEASE SCAN THE
FOLLOWING QR CODE OR ENTER THE FOLLOWING WEB ADDRESS, WHICH WILL TAKE YOU
TO THE RELEVANT SECTION OF THE FONDITAL WEBSITE.

https://www.fondital.com/ww/en/acknowledgements-regulatory-accreditations

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