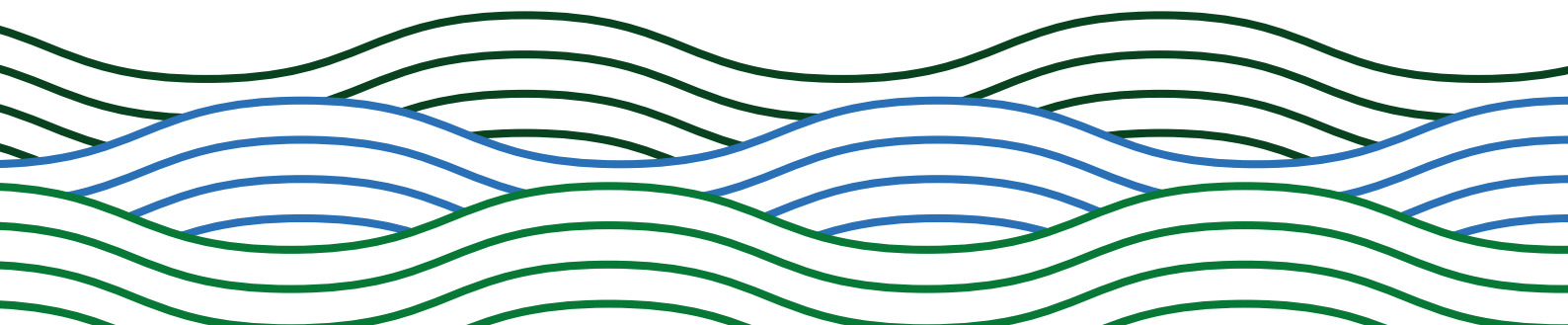


caprari

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24

Sustainability Report





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LETTER TO THE STAKEHOLDERS

Dear Stakeholders,

We are pleased to present our 2024 Sustainability Report, which highlights Caprari's growing commitment to safeguarding the most essential resource for life: water. The global water crisis is worsening: by 2030, global demand for water will exceed supply by 40%. The UN estimates that by 2035, more than 60% of the world's population will live in urban areas subject to acute water stress, where demand will far exceed availability.

In this context, Waterialia Group stands as a leader in providing solutions for integrated water cycle management. Within this industrial ecosystem, Caprari applies its expertise to design and manufacture high-efficiency systems for water treatment, lifting, recycling and distribution.

In 2024, investments in research and development were further increased, with the aim of anticipating the challenges posed by the climate and water crisis, while placing greater emphasis on sustainability across the value chain. Activities relating to energy monitoring were also intensified, environmental performance was enhanced, and smart solutions were further developed to optimise the use of water resources, even in the most critical contexts.

With "Water is not negotiable" as our guiding principle, we take great pride in the development of Waterialia, an increasingly important global industrial platform firmly committed to protecting water resources. Ensuring clean, accessible and safe water remains our highest priority.

Federico De Angelis
CEO Waterialia



METHODOLOGICAL NOTE

Caprari has reaffirmed its commitment to transparency with all stakeholders through the publication of the third edition of its Sustainability Report, which documents the environmental, social and economic results achieved in 2024.

The data and information presented in the report refer to the 2024 financial year (from 1 January to 31 December) and, where possible, are compared with those of previous years. The scope of reporting covers Caprari S.p.A., with reference to the Modena and Rubiera sites.

The document has been prepared in line with the 2021 GRI Standards, adopting the “in accordance” option. To ensure an accurate representation of 2024 performance and the reliability of the information provided, the use of estimates has been kept to a minimum; where present, they are clearly indicated and based on recognised methodologies.

The report has been prepared in compliance with the GRI principles of clarity, timeliness, accuracy, balance, comparability, reliability and verifiability.

The collection of information was made possible thanks to the collaboration of all company departments, each contributing in their respective areas of expertise, thereby enabling the creation of a complete and robust information framework to support the reporting model adopted.

MATERIALITY ANALYSIS

The materiality analysis, carried out with the involvement of stakeholders, enables the identification of relevant issues, namely those that generate the most significant economic, environmental and social impacts for the organisation, including those related to human rights.

The results of this analysis guide the definition of objectives to be incorporated into the Strategic Plan and Sustainability Plan, to which the Group’s various corporate functions and business lines actively contribute. They also determine the selection of content to be included in the Sustainability Report.

The 20 topics identified as priorities for the company are listed below.

GOVERNANCE TOPICS

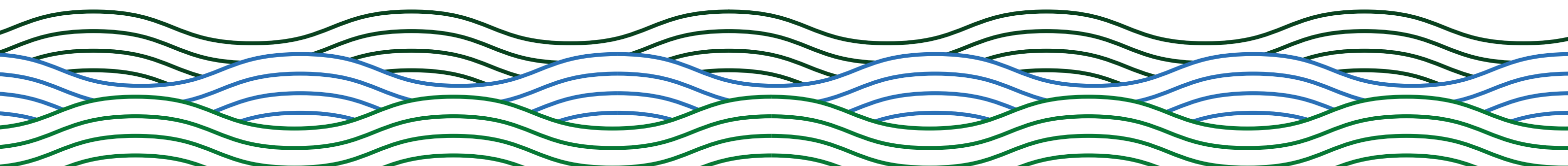
- Economic performance
- Transparency of information, ethics and integrity
- Data security
- Risk management
- Innovation, research and development
- Product quality, compliance and safety
- Sustainable supply chain selection and management
- Communication

ENVIRONMENTAL TOPICS

- Reduction of energy consumption
- Reduction of CO₂ emissions
- Management of indirect environmental impacts
- Waste management
- Management of water consumption
- Management of raw materials

SOCIAL TOPICS

- Employee valuation, training and skill development
- Corporate welfare and well-being
- Diversity, inclusion, and equal opportunity
- Occupational health and safety
- Support for the territory and the community
- Industrial relations



With the introduction of the Corporate Sustainability Reporting Directive (CSRD), Caprari has chosen to anticipate the legislative requirements, even though it is not obliged to do so in 2025 for 2024 data. The company has therefore expanded its materiality analysis to include financial impact. In addition to assessing the impacts generated by the company (Inside-Out perspective), it also considered the risks and opportunities related to sustainability that may affect the company (Outside-In perspective), ensuring a comprehensive and integrated approach.

- The double materiality analysis was carried out in three phases:
- 1. **Analysis of the internal and external context** in which the company operates;
 - 2. **Identification and assessment of potentially significant impacts**;
 - 3. **Identification and assessment of potentially relevant ESG risks and opportunities**

Specific metrics were adopted to assess impacts, distinguishing between positive and negative effects, both current and potential. An impact was only defined as “positive” when Caprari generated a tangible benefit in a given area, going beyond regulatory compliance. Conversely, an impact was considered “negative” when actions taken were primarily aimed at mitigating an existing harmful effect.

Each impact was evaluated by calculating the average of the scores assigned to entity, scope and irremediability, and multiplying the result by probability, where applicable. A materiality threshold was then established, above which an impact was considered significant; this threshold was defined as the average of the assessments provided by the various stakeholders.

Finally, the analysis of ESG risks and opportunities, with a focus on their financial implications for the company, was designed to be fully integrated into the corporate risk management system, making sustainability a structural component of the governance model.

The collection, aggregation and processing of data and information from the listening and analysis initiatives involving internal stakeholders were conducted through face-to-face meetings. The analysis highlighted the following as relevant topics:

Topic	Negative Impacts	Risk	Mitigation Actions	Result
Climate change adaptation and mitigation	Emissions from logistics with high environmental impact	Transport cost incidence	Logistics plan for goods with the aim or mitigating impacts	6
Supply chain management	Risks arising from the supply chain limited to environmental offences and worker conditions	Loss of business (customer(s)). Loss of stakeholder and community trust. Reputational damage	Supply chain analysis (rating). Inclusion of code of ethics in supplier contract terms. Business incentives to improve ESG scores Supplier loyalty	6
Climate change adaptation and mitigation	Energy used for business purposes	Increased costs related to the price of electricity and heat	Increased procurement from renewable sources. Next generation plant engineering. Efficiency improvement and re-lamping	4
Training and development of Human Capital	Increase in internal turnover with an impact on corporate skills	Inadequate work/ product quality with potential negative impact on the business	Career paths and training programmes delivered in the classroom and on the job	4
Resource use and circular economy	Absence of recovery or circular economy measures in production	High waste disposal costs and significant environmental impact	Use of secondary materials. Creation of partnerships that allow waste to be sold for reuse	4
Anti-corruption	Possible unlawful conduct by employees	Penalties, disqualification from public authorities, tenders and competitions	MOG 231	3

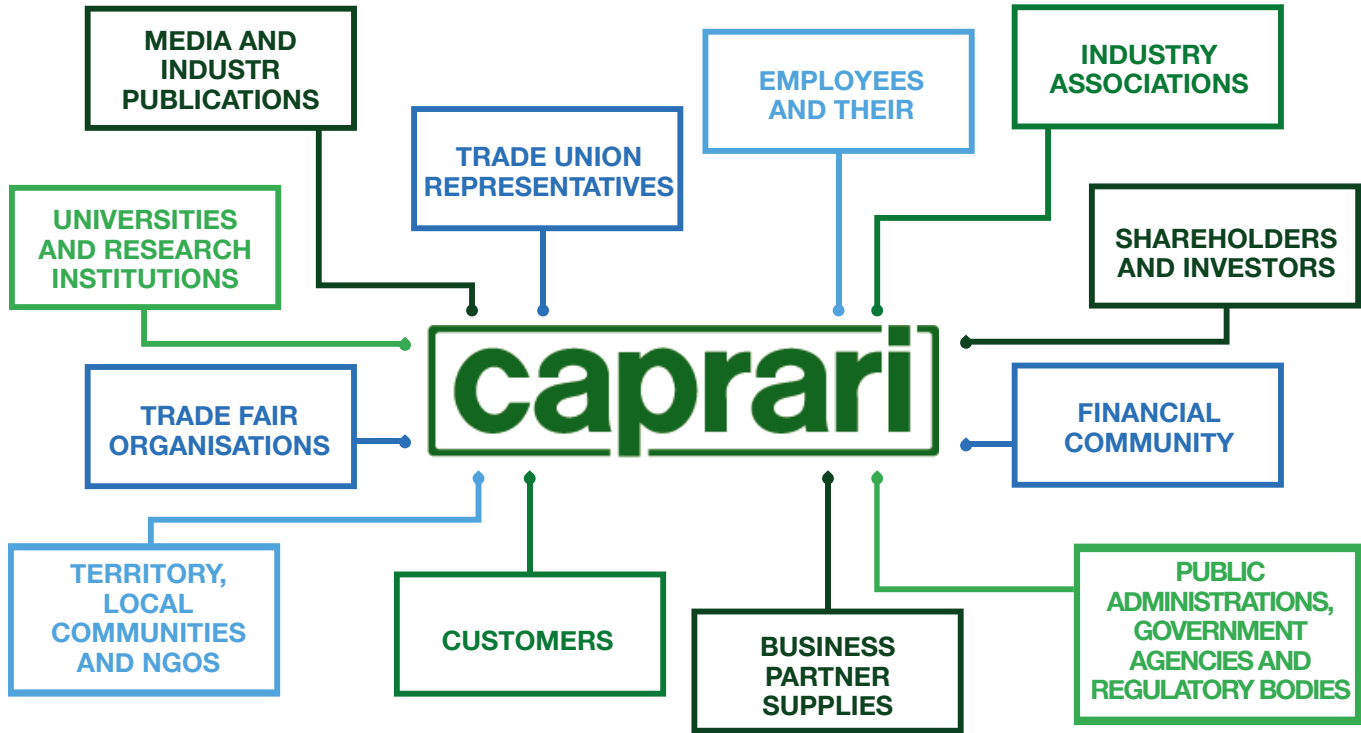
STAKEHOLDER ENGAGEMENT

A company interacts daily with a wide and diverse network of stakeholders: employees, customers, partners, public and private institutions, associations and organisations. All these parties, in different ways, influence and support the company’s progress, while at the same time holding expectations regarding its decisions and outcomes.

As part of its sustainability commitments, Caprari has carefully identified its key stakeholders. The aim is to strengthen dialogue and promote ongoing discussion based on transparency and fairness.

To sustain this active relationship, the company uses a range of communication tools, both digital and traditional, sharing the progress of its industrial journey with particular attention to value creation and corporate social responsibility. The caprari.com website, social media channels and newsletters are the main external points of contact for stakeholders.

Internally, to improve the flow of information, Caprari has set up dedicated notice boards and the My Caprari intranet platform, where employees can easily access updates and key documentation.



Caprari’s business model is designed to generate sustainable and shared value over time, both for the company and for the regions in which it operates. With a forward-looking approach, the company offers solutions and services for water management – essential for society – characterised by high efficiency standards and designed to improve quality of life while supporting the evolution of rapidly changing sectors.

This vision of sustainable growth is fully aligned with the objectives of an inclusive, resilient and environmentally friendly future, consistent with the 17 Sustainable Development Goals (SDGs) set out by the United Nations in its 2030 Agenda.

Adopted in 2015 by the 193 UN member countries, the Agenda represents a global commitment that involves not only governments but also citizens and businesses. Aware of its role, Caprari has embedded these goals into its strategy, implementing policies aimed at reducing environmental impact and creating social value across the entire value chain.

Through a structured action plan, the company is making a tangible contribution to achieving Goals 2, 6 and 9.



REPORTING OF THE 2024 GOALS

The objectives that Caprari set in 2024 were all achieved thanks to valuable teamwork and careful planning of priority actions.

In terms of communication and governance, the company has issued a series of documents to all its stakeholders, both internal and external, that have been formally adopted and implemented. Specifically, the following have been shared:

- The Corporate Integrity Policy
- The Working Standards Policy
- The Environment, Health and Safety Policy
- The Code of Ethics
- The Disciplinary Code

On the environmental front, we have conducted Life Cycle Assessments (LCAs) for several key products to measure their Carbon Footprint, assessing the impact of each product on climate change throughout its life cycle – from material procurement, production and transport to use and disposal.

THE COMPANY



PASSION, INNOVATION AND GROWTH

Caprari is a global leader in designing and manufacturing solutions for the optimal integrated water cycle management.

Over its 80 years on the market, it has developed a wide range of centrifugal and electric pumps, ideally suited to the needs of customers in sectors such as professional irrigation, deep well suction, waste water lifting and treatment, drainage, civil and industrial water supply and distribution, and fire-fighting systems.

Caprari is a constantly evolving company, deeply rooted in its history and guided by a strategic plan focused on ensuring sustained growth.

HISTORY

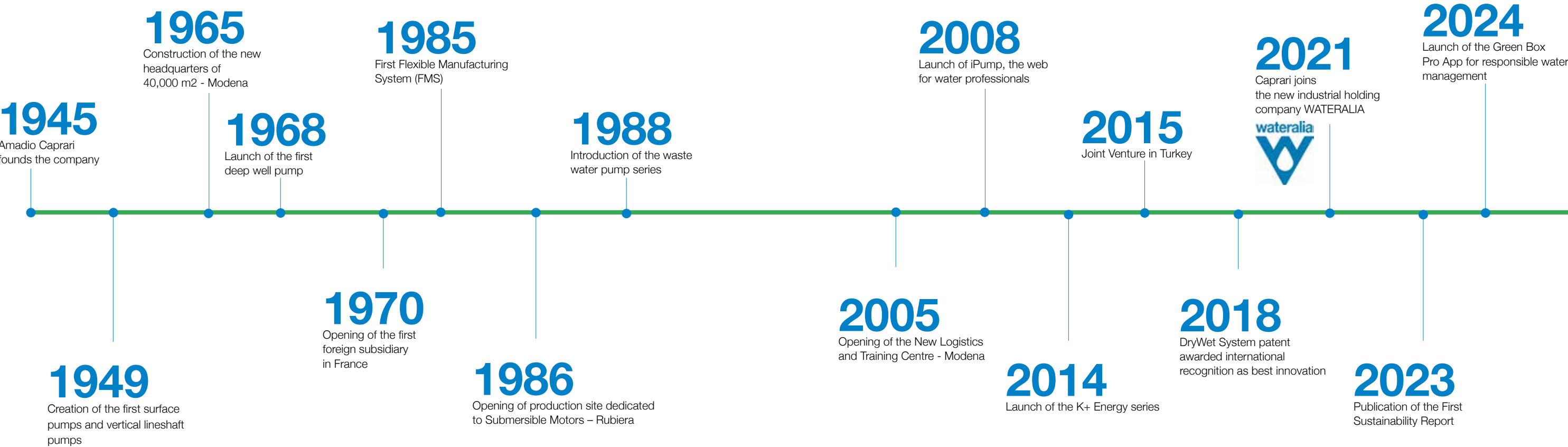
Caprari’s history is one of great passion for technology, accompanied by an entrepreneurial spirit which, from the very beginning, has been geared towards innovation and growth. In 1945, just after the end of World War II, the company’s founder, Amadio Caprari, decided to begin building his first centrifugal pumps.

In 1965 the company moved from its original location in the town of Rolo, in Italy’s province of Reggio Emilia, to its new headquarters in Modena, in the heart of one of Italy’s largest industrial districts. Those were years of extraordinary development.

Research and an innovative spirit became the hallmark of a company that continued to grow, strengthening its presence in the domestic market and soon expanding abroad with a wide range of pioneering solutions.

In 2021, Waterialia was established, a new industrial holding company created from the partnership between Caprari and AMBIENTA, one of Europe’s largest asset managers dedicated entirely to environmental sustainability.

Waterialia is the world’s first industrial platform specialising in the efficient and sustainable management of the most precious and indispensable resource for life: water. Caprari embraced this project with the same passion that has characterised its entire history since its founding.

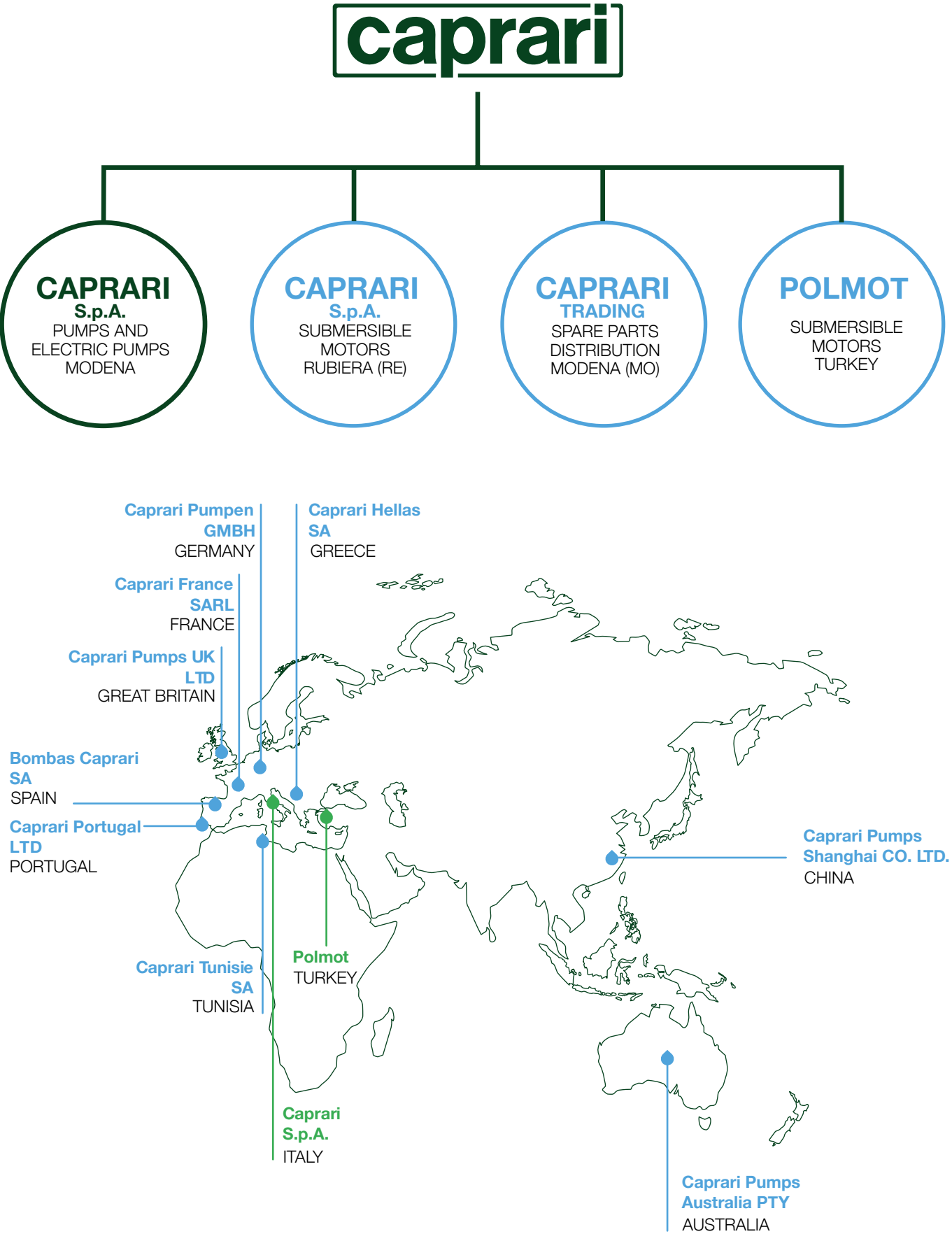
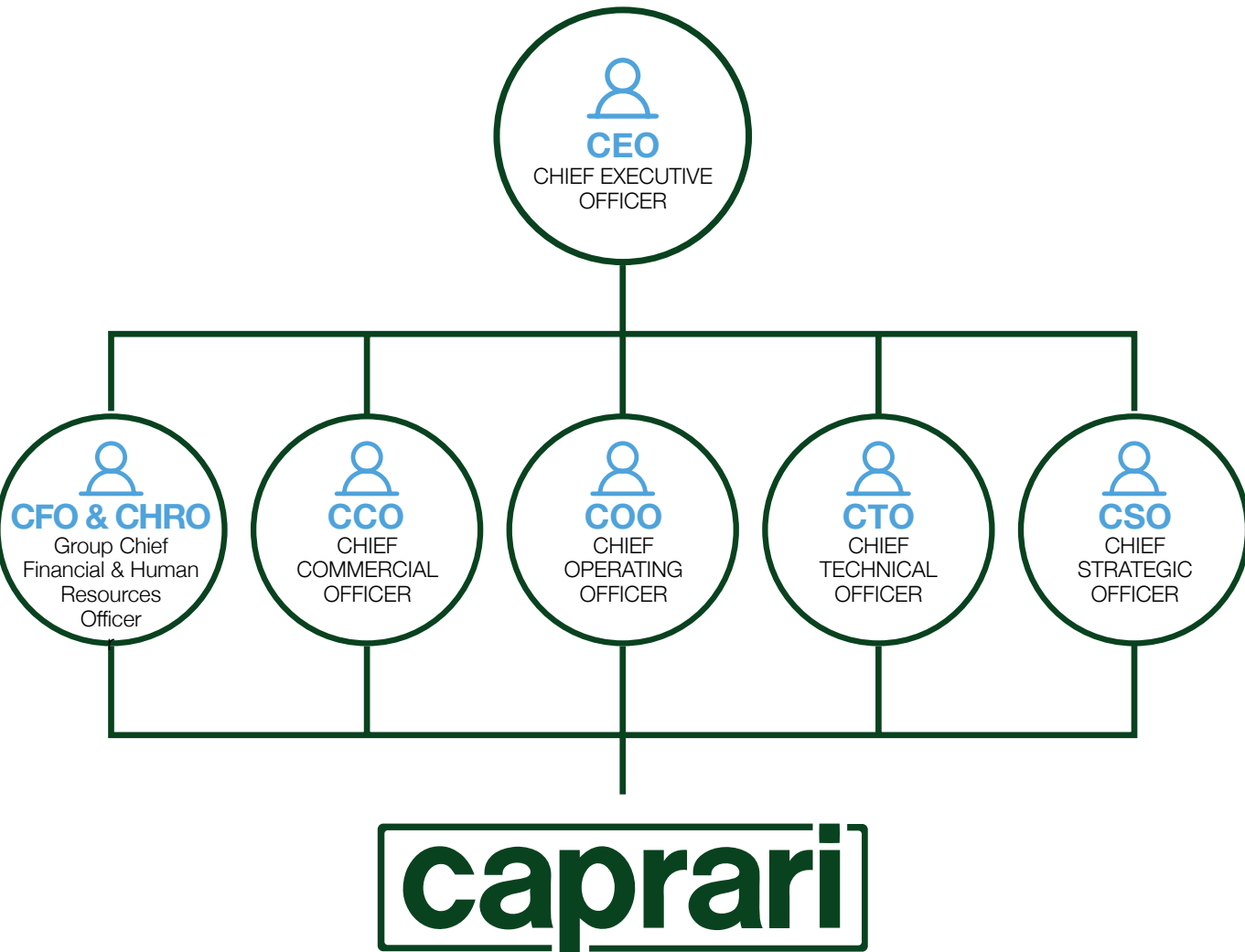


CORPORATE STRUCTURE AND COMPANY LOCATIONS

The governance model adopted by Caprari provides for the separation of roles and responsibilities between the Board of Directors and the Control Body.

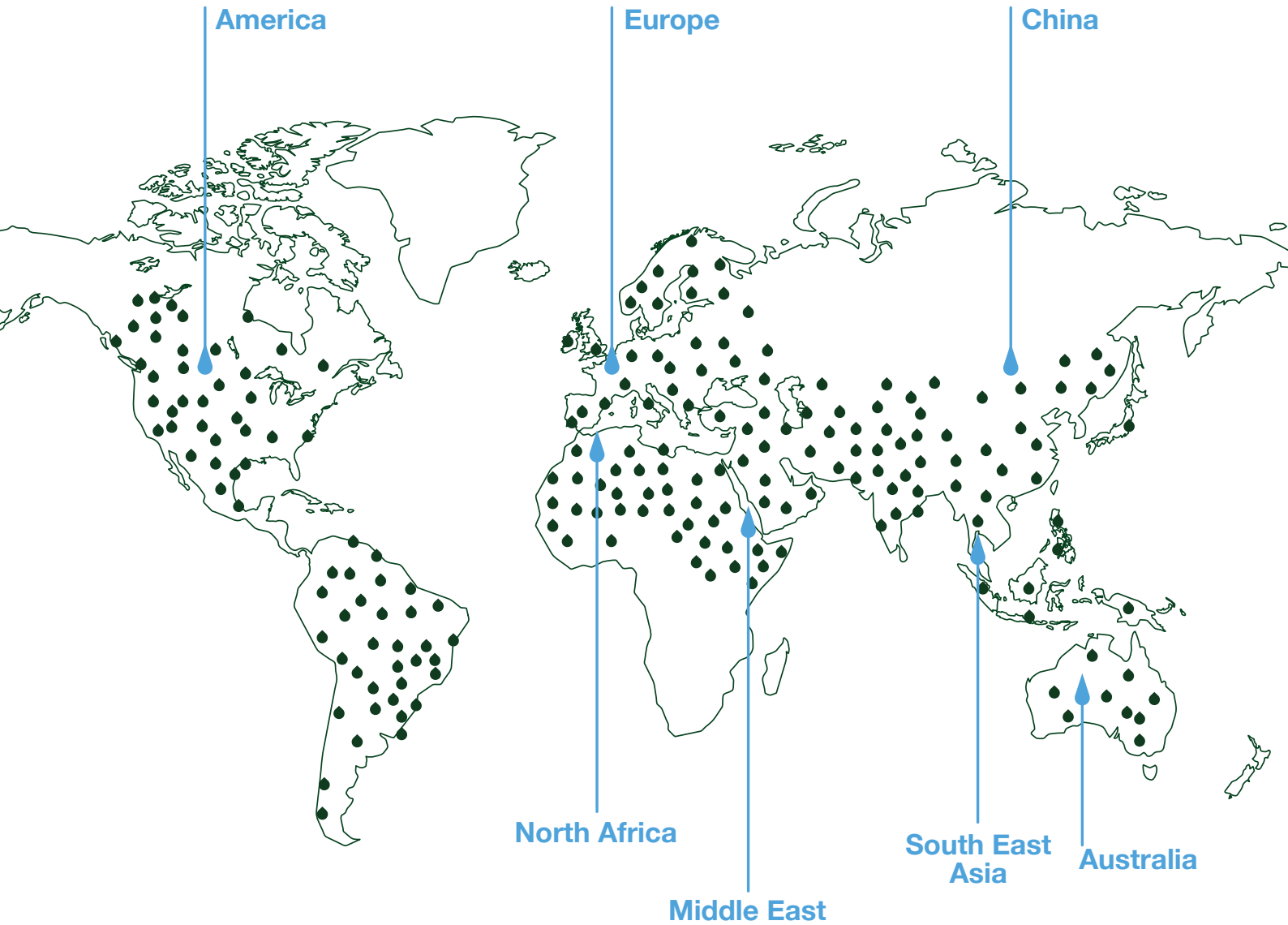
At the operational level, the company carries out its manufacturing within its own 3 production sites, and operates directly on the international market through 9 direct subsidiaries.

EXECUTIVE COMMITTEE



THE STRENGTH OF THE NETWORK

Caprari boasts a worldwide presence, with an extensive network of exclusive distributors and partners, service centres, and specialised workshops. The company has a network of hundreds of exclusive and specialised water partners and distributors throughout Europe, North Africa, the Middle East, China and Southeast Asia, the Americas, and Australia.



INTEGRATED WATER CYCLE MANAGEMENT SOLUTIONS

Caprari stands out internationally for the high quality of its products and the wide range of water pumping solutions that it offers for multiple applications.

The product range includes submersible pumps and motors, surface pumps, waste water pumps and systems, and control and monitoring systems.

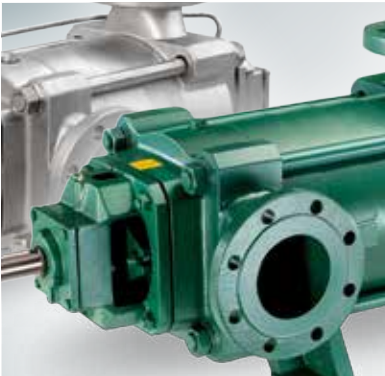
In addition to meeting all the various needs of professionals involved in the integrated water cycle, the company has also become a benchmark in the industry thanks to the know-how it has gained over the years through continuous performance and process improvement.

Throughout the product life cycle, starting from the development stages, Caprari adheres to a responsible approach based on quality and sustainability, with the full involvement of the supply chain.

This vision entails compliance with all the applicable domestic and international standards on the various target markets, meeting contractual requirements and technical specifications, achieving the highest standards of user safety, and maintaining a reduced environmental footprint.



SUBMERSIBLE PUMPS AND MOTORS



SURFACE PUMPS



WASTE WATER PUMPS AND SYSTEMS



CONTROL AND MONITORING SYSTEMS

APPLICATIONS: A COMPLETE RANGE FOR ALL SECTORS



IRRIGATION

Caprari supports the agricultural sector with various types of high-efficiency pumps capable of meeting all irrigation needs. It supplies pumps for extracting water from underground aquifers, lakes or rivers, for transport to the surface and for distribution to irrigated areas.



WATER AND WASTE WATER MANAGEMENT

Water management involves several stages: collecting water from deep groundwater wells, water supply, drinking water treatment, civil and industrial waste water treatment, transport and delivery of treated water. In all cases, Caprari provides reliable and high-tech solutions.



INFRASTRUCTURE

The protection of people's safety and respect for the environment guide the development of solutions for water management and fire-fighting systems that ensure the proper operation of railway and road underpasses, the use of underground car parks and underground railways, and the disposal and recovery of rainwater.



INDUSTRY AND SPECIAL APPLICATIONS

Caprari supports industry in general, as well as special sectors (i.e. mining, oil & gas, fish farming, steel and snowmaking), with pumping systems designed to guarantee excellent levels of reliability and competitiveness thanks to their low energy consumption.

TYPES OF CUSTOMERS

Caprari carries out its production and operational activities in accordance with the principles of sustainability, taking its customers’ different needs and expectations into account.



DISTRIBUTORS
AND RETAILERS



INSTALLERS



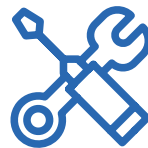
INDUSTRIAL
COMPANIES



FARMS



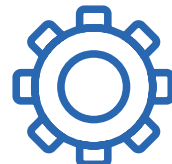
PUBLIC BODIES
AND MUNICIPALITIES



PLANT
ENGINEERS



CONSTRUCTION
COMPANIES



OEM



CONTRACTORS

BUSINESS MODEL AND CERTIFICATIONS

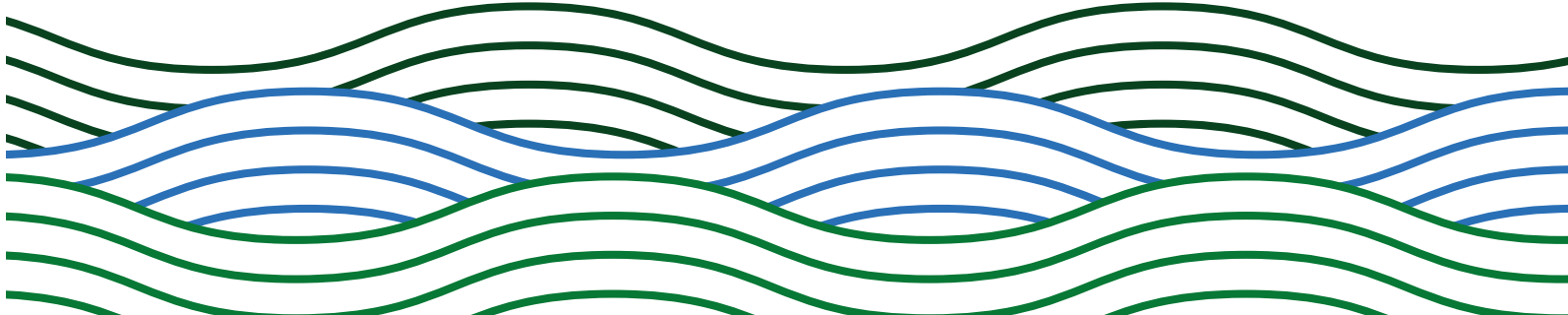
Caprari was one of the first Italian companies to embark on the pathway of integrated certification, in keeping with a business model aimed at creating shared and sustainable value over time. To comprehensively address quality, environment and safety while ensuring continuous improvement, the company has adopted unified management of ISO standards: the ISO 9001:2015 quality management system, the UNI EN ISO 14001 environmental management system and the UNI ISO 45001 safety management system.

The company’s top priority is to provide products and services that meet its customers’ real needs and expectations, with the aim of improving the lives of people and businesses in the areas where it operates. The quality management system is based on a risk-based thinking approach that allows the organisation to isolate factors that could generate deviations from the ISO 9001-2015 standard, and to implement preventive controls.

In order to achieve the highest quality standards, while also ensuring people’s safety and environmental protection, management operates at all levels with unity of purpose, aligning strategies, processes and resources to achieve the defined objectives.

In 2024, the company adopted the 231 Management and Control Model, a document outlining procedures designed to prevent offences for which the company could be held liable in the performance of its business activities.

Within the broader concept of “Quality”, the organisation has sought to integrate all actions that concretely express its corporate culture, values, behaviours and management practices. Original Caprari Quality is the company’s way of delivering sustainable business development over time to all of its stakeholders, including employees, customers, suppliers, local communities, the environment, banks, and shareholders.



SAFE WATER

Water safety is an absolute must for manufacturers of materials and applications for drinking water supply systems. The European Directive on the quality of water intended for human consumption establishes the health and safety requirements that water must meet.

Consequently, it also establishes the criteria that all materials with which the water comes into contact during its journey (from sampling to final dispensing) must possess in order to avoid compromising its characteristics (smell, taste and colour), releasing any substances, or facilitating the propagation of bacteria.

All Caprari products are certified for conformity, guaranteeing compliance with the most rigorous standards.



CAPRARI un'azienda con sistema di gestione certificato da Bureau Veritas

ECOVADIS RATING

In order to assess its sustainability performance and pursue continuous improvement, the company has chosen to certify its practices on the EcoVadis platform, a global leader in Corporate Social Responsibility (CSR) assessment.

Ecovadis is a global sustainability rating company that has developed a monitoring system for measuring an organisation's ethical, social and environmental footprint.

Its evaluation methodology is based on international standards, measured across 21 indicators in four areas: environment, labour and human rights, ethics, and sustainable procurement.

In this manner, by joining the platform, Caprari can share its evaluation results and improvement measures with its stakeholders.



ENVIRONMENT



LABOUR AND HUMAN RIGHTS



ETHICS



SUSTAINABLE PROCUREMENT

MEMBERSHIP IN ASSOCIATIONS

Caprari has long been an active member of several domestic and international trade associations in the mechanical sector, and more specifically in the pump sector.

The company is deeply convinced that these organisations provide a valuable opportunity for technical discussion, collaboration, and regulatory and technological updating with colleagues from other companies.

The opportunity to share expertise and specialist knowledge provides valuable support for companies committed to seizing new market opportunities and addressing the sector's shared challenges.



ASSOPOMPE
The Italian association of pump manufacturers



EUROPUMP
The Association of European Pump Manufacturers



ANIMA
The industrial trade association of the Confindustria system representing mechanical engineering companies



CRIT
A private consulting firm specialising in the research and analysis of technical and scientific information and in research project development activities

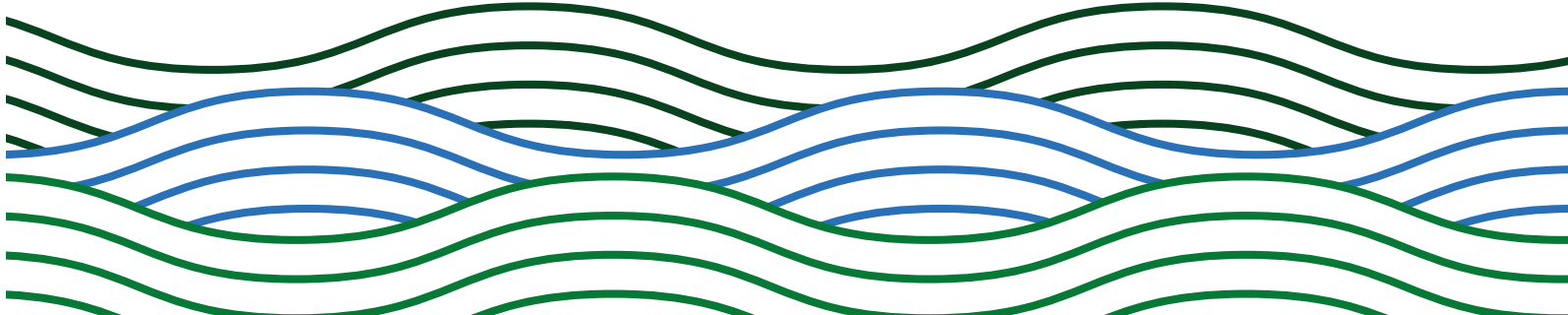
RESEARCH AND DEVELOPMENT

Research and Development has always been the driving force behind Caprari's growth.

Through its R&D department and innovation processes, the company produces state-of-the-art technical solutions that meet and anticipate multiple market needs. This gives rise to products with constantly improving performance levels in terms of safety, reliability, and environmental impact.

Caprari is aware that the possibility of developing tailor-made solutions for each specific sector, capable of bringing about concrete improvements, requires intensive research and development work, which the in-house division coordinates and carries out with creativity and technical expertise.

The economic resources allocated to the R&D department show a steadily growing trend, and are also used for the development and registration of many proprietary patents at both the domestic and international levels.





IOT SOLUTION: GREEN BOX

Caprari is one of the pioneers in the joint use of mathematical algorithms, dedicated software and IoT (Internet of Things) to maximise the performance and efficiency of pumping systems in water management.

Caprari's GREEN BOX is a device that enables any electric pump to connect to a smartphone, tablet or PC via the Caprari app, offering complete and intelligent system control.

The device allows users to monitor, collect, manage and download performance data from the electric pump (flow rate, pressure, temperature, vibrations, etc.) in real time. Its active function also enables remote modification of operating parameters and, if thresholds are exceeded, the automatic shutdown or restart of the machines.

Distinctive features:

- Patented software: maintains the pump at its Best Efficiency Point (BEP), optimising performance and reducing energy consumption – a unique solution in the pumping sector.
- NON-STOP anti-clogging function: activates counter-rotation of the pump in case of blockage by solid objects, ensuring continuous operation even in critical conditions.
- Integrated API interface: provides simple and secure communication with SCADA systems and other platforms, ensuring full compatibility with the customer's digital infrastructure.

ORIGINAL CAPRARI QUALITY

For Caprari, the concept of "Quality" is a series of actions that concretely represents the corporate culture, with its values, behaviours and management objectives, which allows sustainable business development to be delivered over time to all the stakeholders, including employees, customers, suppliers, local communities, the environment, banks and shareholders.

Original Caprari Quality represents the continuous improvement of the company's products and services, with a focus on the needs of customers, for whom the company aims to be a reliable partner, establishing solid and lasting relationships. This philosophy implies the acceptance of the principle that, if you want a high-quality product, the entire process (from the purchase of the raw materials to the sale of the finished product) must be managed in this manner.



SUPPLY CHAIN



Caprari regards its suppliers as strategic partners, essential to the company's success and operational efficiency. Over time, it has developed relationships with them based on trust, loyalty, fairness and professionalism, aimed at fostering stable and lasting collaboration.

The partnership is built on shared objectives, continuous monitoring of activities and constant evaluation of the products supplied.

Suppliers are selected and purchasing conditions established based on objective and impartial criteria. During evaluation, selection and qualification processes, Caprari gathers information and ensures that potential partners comply with the material safety standards and applicable regulations.

The procurement processes for goods and services are designed to secure maximum competitive advantage for Caprari, while guaranteeing equal opportunities for all suppliers. These processes are founded on fair, transparent and collaborative behaviour, both before and after contracts are signed.

In particular, Caprari:

- **does not exclude any supplier that meets the requirements**, applying objective and verifiable selection criteria;
- **ensures adequate competition**, by choosing suppliers from a qualified shortlist;
- **requires authorisation and records** any exceptions to these rules.

If, in carrying out its activities, a supplier engages in behaviour that contradicts the principles of the Code of Ethics, Caprari may take appropriate action, including exclusion from future collaborations.

In order to involve the supply chain in the development of sustainability and to pursue its sustainable sourcing goals, Caprari conducted an initial analysis of 38 strategic suppliers in 2023, through a questionnaire requesting data on environmental issues (the ISO 14001 standard, energy use, and emissions).

Following this first assessment, in 2024 Caprari’s Supplier Quality department conducted audits to verify the information provided, with activities continuing until all documentation has been received.

Caprari’s suppliers can be divided into two macro-categories:

- **Companies that produce materials used directly for the production of the final product**
- **Suppliers of indirect materials and service providers**

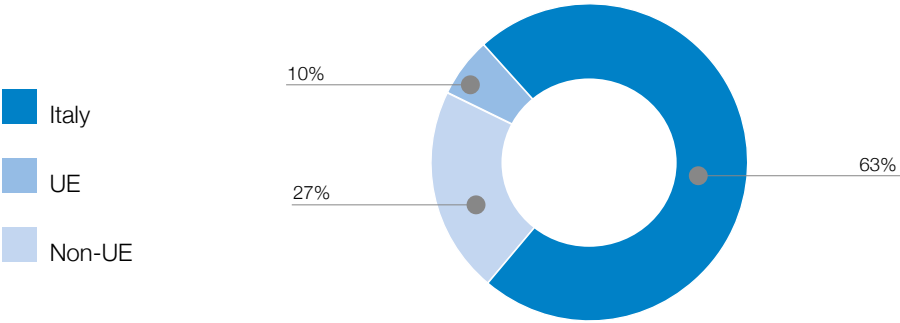
In 2024, Caprari worked with 567 suppliers, with total annual expenditure exceeding € 67 million, a sharp increase from € 54 million the previous year.

Purchasing	No. Suppliers 2024	Incidence % Expenditure 2024	No. Suppliers 2023	Incidence % Expenditure 2023	No. Suppliers 2022	Incidence % Expenditure 2022
Direct	257	81%	349	78%	316	75%
Indirect	310	19%	554	22%	538	25%
Total	567	100%	903	100%	854	100%

Caprari operates with an international supply chain while maintaining a strong local presence to remain flexible and competitive over time. 69% of procurement expenditure goes to Italian suppliers, 9% to those in the European Union, and 22% to non-European companies.

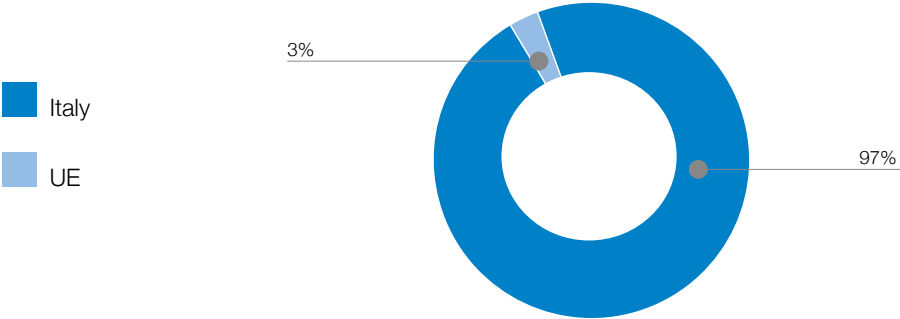
EXPENDITURE FOR DIRECT SUPPLIERS BY GEOGRAPHICAL AREA

There are 257 direct suppliers - those providing materials for final products – almost 100 fewer than in 2023, representing 81% of total procurement expenditure. Of this expenditure, 63% is directed to Italian suppliers, 10% to EU suppliers and 27% to non-EU suppliers.



EXPENDITURE FOR INDIRECT SUPPLIERS BY GEOGRAPHICAL AREA

There are 310 indirect suppliers, down significantly from 554 in 2023, accounting for 19% of total supply expenditure. This category includes consulting, transport, packaging, plant, equipment, indirect materials and services. 97% of indirect supplier expenditure is allocated to Italian companies, with the remaining 3% going to suppliers based in EU countries.



ECONOMIC VALUE



Every company generates an economic impact in the territory where it operates, through the relationships it builds with stakeholders such as employees, suppliers, financial institutions, associations and other entities. The economic value it redistributes, starting from the revenues generated, plays a crucial role in local development. The greater the value a company shares with its stakeholders, the more it contributes to the economic well-being of the community.

The idea of shared value is increasingly central to how companies define their mission, moving beyond the sole pursuit of profit. Thanks to a transparent and stakeholder-oriented approach to the income statement, the data on the generation and distribution of economic value highlight the company's impact on different stakeholder groups.

Direct economic value generated and distributed	2024	2023	2022
Economic value generated	€	€	€
Net revenue	106,857,929	93,179,299	85,348,296
Other Revenues	6,519,262	626,161	10,832,073
Total economic value generated	113,377,191	93,805,460	96,180,369
Economic value distributed			
Operating costs	77,572,477	66,913,000	74,496,000
Salaries and employee benefits	22,332,399	20,190,000	19,524,000
Payments to providers of capital/Shareholder remuneration	2,800,863	1,125,000	945,000
Taxes and fees/Payments to the P.A.	1,030,701	910,000	260,000
Investments in the community	27,000	25,000	30,000
Total economic value distributed	103,763,440	89,163,000	95,255,000
%	92%	95.1%	99%
Economic value retained			
Difference between economic value generated and economic value distributed	9,613,751	4,642,460	925,369
%	8%	4,9%	1%

In the three-year period 2022-2024, Caprari recorded steady economic and financial growth. Net revenues increased consistently, from around € 85.3 million in 2022 to nearly € 107 million in 2024, reflecting robust commercial expansion.

The total economic value generated also followed this trend, rising by more than € 17 million between 2023 and 2024.

At the same time, the company increased the economic value distributed, mainly through higher operating costs and greater employee salaries and benefits, underscoring its growing commitment to its operations and workforce. The most notable figure is the rise in retained economic value: in 2024, this equalled 8% of the value generated (over € 9.6 million), compared to 1% in 2022.

This reflects a significant improvement in profitability and self-financing capacity, strengthening the company’s long-term sustainability.



ANTI-CORRUPTION POLICY

Caprari has adopted a zero-tolerance stance towards all forms of corruption, including those involving private sector entities. The company is committed to fostering conduct based on transparency, fairness and integrity, excluding any practice that could encourage corruption.

Accordingly, Caprari strictly prohibits employees, partners and anyone acting on its behalf from soliciting, promising, offering or accepting gifts, advantages or benefits – whether tangible or potential – from third parties, if these could be perceived as an attempt to obtain favourable treatment or an advantage, even if not strictly financial, but still significant under shared social norms.

The anti-corruption procedures and regulations adopted by Caprari have been communicated to two governance bodies, involving nine employees directly responsible for managing and overseeing these matters.

WHISTLEBLOWING

In compliance with Article 2 of Italian Law 179/2017 and European Directive 2019/1937 on Whistleblowing, Caprari has established dedicated channels for reporting unlawful conduct or irregularities at the workplace. These tools safeguard the confidentiality of the whistleblower's identity and protect their personal data, ensuring the highest level of protection and anonymity.

CONFLICTS OF INTEREST

All employees, collaborators and, more broadly, anyone acting on behalf of Caprari must avoid any situation that could give rise to a conflict of interest, whether concerning the company or on a personal level.

A conflict of interest occurs when personal, family, financial or political interests are at odds with those of the company. Even a perceived conflict can undermine the credibility of both the individual and the organisation. For this reason, it is essential to remain attentive to any circumstance that could make a decision, action or statement appear driven by personal interest.

If a conflict arises, even if only apparent, it is the employee's responsibility to report it promptly to their manager.



ENVIRONMENTAL AWARENESS



Caprari distinguishes itself through its strong commitment to promoting projects and initiatives that address the challenges of climate change. The company is dedicated to cutting direct and indirect emissions, increasing the use of renewable electricity, and optimising production processes to limit consumption and waste, while reducing the environmental and social impact of its products throughout their entire life cycle.

The sustainability report provides Caprari with a valuable opportunity to share its commitment to environmental protection with its stakeholders, reflecting a vision oriented towards a sustainable and respectful future for the planet.

The company seeks to adopt a comprehensive approach to responsibility and, in this context, considers the management of environmental aspects essential. In addition to being a cornerstone of the sustainable development strategy, this management approach is also regarded as a growth driver for every business decision. The company views environmental responsibility and safety as strategic business assets. As proof of this commitment, Caprari has implemented an Environmental and Safety Management System in compliance with UNI EN ISO 14001:2015 and ISO 45001:2018 standards, covering all of its Italian sites.

A COMPREHENSIVE COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

Caprari has long been devoted to environmental sustainability, actively involving all players in the supply chain, and identifying opportunities for green improvement in the processes over which it is able to exercise influence and control. The review of company processes and products, conducted through the lens of sustainability and efficiency, enables an appropriate response to market developments, increasingly stringent environmental regulations and stakeholder expectations.

To this end, Caprari has established a progressive action plan aimed at preserving and protecting the environment. This plan is reviewed annually in light of results achieved and new medium- and long-term objectives, and is guided by several fundamental principles:

Management of activities: all operations are carried out in compliance with the applicable laws, administrative requirements, internal company regulations, and national and international best practices.

Health and safety protection: the company is committed to achieving the highest levels of effectiveness and efficiency, while safeguarding workers' health and safety and maintaining constant attention to the surrounding environment.

Health and safety protection: in the design, construction and management of workplaces, Caprari promotes compliance with the regulations concerning safety, environmental health and energy savings, adopting the best and most economically sustainable technologies.

Risk prevention and management: the activities are conducted with a preventive approach to fires, accidents and occupational diseases.

Training and awareness: the company continuously promotes information, training and awareness initiatives for its staff to foster active and responsible participation in implementing sustainability principles.

Sustainable use of resources: Caprari promotes the responsible use of natural resources, the prevention of pollution and the protection of ecosystems and biodiversity.

Reduction of emissions: the company pursues activities aimed at reducing greenhouse gas emissions, adopting an approach focused on mitigating climate change.

Waste management: priority is given to reducing waste production and promoting recovery and proper final disposal.

Selection of suppliers: business partners are chosen in line with sustainability principles, requiring consistent and responsible conduct throughout the supply chain.

Checks and audits: through regular checks, inspections and audits, Caprari evaluates performance and reviews objectives and programmes to ensure the effectiveness of its environmental policy and to implement corrective measures where necessary.



MATERIALS PURCHASED

In 2024, Caprari purchased the materials required for the manufacture of its products, such as castings, steel and electrical cables, along with plastic, wood and cardboard, mainly for packaging. The following table presents the quantities purchased in 2024 compared with previous years.

Commodity [t]	2024	2023	2022	Type
Castings	4,013	3,310	4,169	Non-renewable
Steel and bars	337	360	414	Non-renewable
Electrical cables	88	83	81	Non-renewable
Plastics	77	30	12	Non-renewable
Cardboard	362	132	44	Renewable*
Wood	422	546	711	Renewable*
Total non-renewable	4,515	3,783	4,676	
Total renewable	784	678	755	

***Renewable Material** - material derived from abundant resources that replenish rapidly through ecological cycles or agricultural processes so that the services provided by these and related resources are not compromised and remain available for future generations.

The wooden and cardboard packaging carries various environmental certifications such as FIT OK and PEFC.



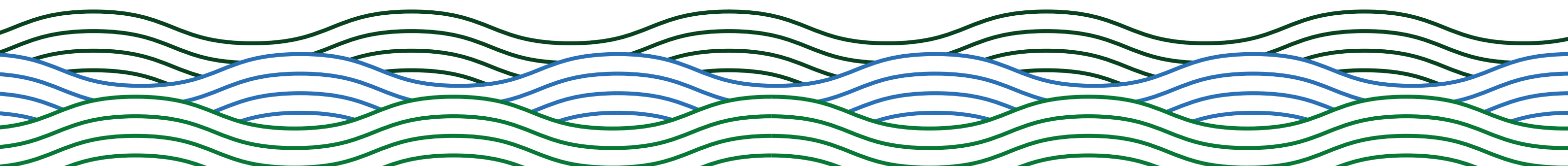
FIT OK

FITOK product certification is among the most significant in terms of the guarantees a company can provide regarding environmental protection policies. Authorisation to use the FAO FITOK and ISPM 15 markings is only granted after a stringent audit by the ICILA, which certifies compliance with the requirements and attests that the wood used for packaging has been treated to prevent the spread of harmful organisms. This certification speeds up the transition to customs, and guarantees full respect for the environment and the preservation of forestry assets, thus facilitating sustainable development.



PEFC™

Products carrying this important certification guarantee the company's commitment to the environment on all fronts. The use of timber from forests managed according to internationally recognised principles, which ensure the protection of the environment and local communities, fosters a corporate culture that places environmental protection as a core value.



CAPRARI'S COMMITMENT TO GREEN ENERGY



In recent years, Caprari has invested significant resources in measures to reduce energy consumption and increase the use of electricity from renewable sources.

As proof of this commitment, between 2009 and 2010 the Group installed photovoltaic systems with a combined capacity of 165 kWp. Continuing along this path, a second 272 kWp photovoltaic system was built and became operational in early 2023.

In 2024, Caprari completed an LED relamping project for all outdoor lighting, replacing traditional lighting fixtures with more efficient solutions, estimated to deliver an annual reduction in energy consumption of around 18,000 kWh.

Furthermore, for 2024, the company confirmed its commitment to purchasing electricity produced entirely from renewable sources, certified by Guarantees of Origin.

ENERGY CONSUMPTION

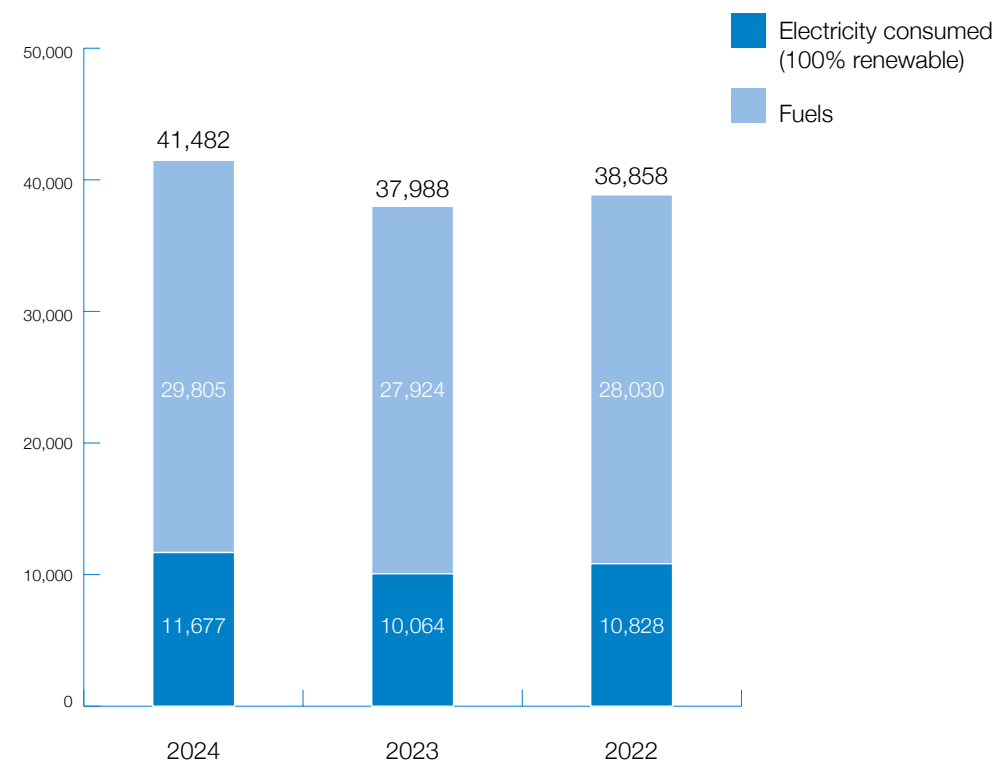
Caprari's main electricity consumption comes from production machinery, compressors and lighting systems, as well as the air conditioning system.

In 2024, Caprari recorded a total electricity consumption of 3,243,740 kWh. Of this amount, 87% was purchased from the grid with Guarantees of Origin certifying renewable sources, while the remaining 13% was self-produced through the company's photovoltaic systems. In 2022, only 6% of energy consumed was self-produced through photovoltaic generation. The higher share of self-produced energy in 2024 demonstrates how Caprari's commitment to greater sustainability is delivering tangible results. By investing in renewable technologies and increasing the share of self-produced energy, the company is reducing its reliance on the grid and significantly cutting its overall environmental impact.

In addition to electricity, the company also uses other energy sources, including natural gas for heating and fuels for its fleet.

Energy consumption within the organisation	u.m.	2024	2023	2022
Electricity from the grid (certified, with Guarantees of Origin)	kWh	2,825,204	2,615,918	2,825,552
Electricity self-produced and consumed from photovoltaics	kWh	418,536	179,692	182,229
Natural gas	scm	696,075	650,809	664,509
Diesel	L	46,830	47,965	38,623
Petrol	L	12,720	8,716	7,327
Total	GJ	41,482	37,988	38,858

ENERGY CONSUMPTION WITHIN THE ORGANISATION [GJ]



In 2024, Caprari used a total of 41,482 GJ of energy, including electricity (both self-produced and purchased with Guarantees of Origin) and fuels (natural gas for heating and fuel for company vehicles). Compared with 2022, overall energy consumption increased slightly, by 7%.

However, the company is implementing several measures to reduce consumption, including the conversion to LED lighting in 2024 and the adoption of best practices to optimise electricity and gas usage. At the same time, the share of self-produced renewable energy continues to grow, while the commitment to purchasing 100% renewable electricity remains unchanged. Caprari will continue to invest in energy efficiency measures and uphold its commitment to sustainable energy supply, with the goal of further minimising its environmental impact.

ENERGY INTENSITY

In 2024, Caprari recorded a turnover of € 113 million. At the same time, the company's energy intensity, expressed in megajoules per Euro (MJ/€), was calculated to be 0.36 MJ/€ for the year 2024, for a decrease with respect to the 0.39 MJ/€ in 2023.

This reduction in energy intensity indicates an improvement in Caprari's energy efficiency.

Energy intensity	2024	2023	2022
MJ/€	0.36	0.39	0.46



GREENHOUSE GAS EMISSIONS

The Group has undertaken a process to calculate its greenhouse gas emissions (GHG emissions) with the aim of monitoring and reducing its environmental impact. The calculation was performed in accordance with the guidelines of the GHG Protocol Corporate Accounting and Reporting Standard, which provides a framework for emissions accounting and reporting at the organisational level. The emissions for the Italian sites are detailed below:

Scope 1

Scope 1 emissions cover greenhouse gases generated by sources owned or controlled by the company. For Caprari, these include emissions from stationary combustion (heating) and mobile combustion (company fleet). In 2024, Caprari generated

1,571 t di CO₂e

a slightly higher figure than in 2023, due to increased fossil fuel use.

Scope 1 Emissions [t CO ₂ e]	2024	2023	2022
Stationary combustion (heating)	1,419	1,178	1,123
Mobile combustion (company vehicle fleet)	152	139	113
Total	1,571	1,317	1,236

Scope 2

Scope 2 emissions concern indirect CO₂ emissions associated with purchased electricity. Since Caprari uses only electricity from renewable sources certified with Guarantees of Origin, Scope 2 emissions are zero under the market-based approach.

Scope 3

Scope 3 emissions encompass all greenhouse gases generated indirectly across the value chain, such as the transport of purchased goods, waste disposal, product use and disposal by consumers, business travel and other indirect activities contributing to the overall carbon footprint.

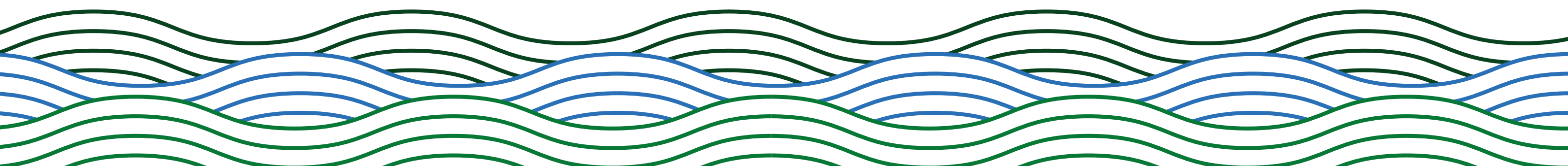
Scope 3 Emissions [t CO ₂ e]	2024	2023	2022
Purchased goods and services	31,302	65,183	75,434
Capital goods	67	349	1,328
Fuel and energy related activities not included in Scope 1 and 2	234	256	361
Upstream transport and distribution	1,903	1,559	2,300
Waste generated from operations	7.5	273	164
Business trips	40	15	15
Employee commuting	356	852	852
Use of the products sold*	8,268,317	3,477,464	3,209,270
End-of-life treatment of products sold*	1,392	66	2,274
Downstream transport and distribution	1,872	Not reported	Not reported
Total	8,305,922	3,546,018	3,291,999

*The total value of Scope 3 emissions differs significantly from 2022 and 2023 due to the introduction of new reporting categories and the adoption of a new methodology based on Europump guidelines, which define annual operating hours and the useful life of the pumps.

Scope 1 Emissions [t CO ₂ e]	2024	2023	2022
Scope 1 + Scope 2 + Scope 3	8,307,493	3,547,335	3,293,235

In 2024, Caprari achieved revenues of € 113 million and, at the same time, calculated the company's emission intensity, expressed in kilograms of CO₂ per euro (kg CO₂/€). For 2024, the emission intensity was 73.51 kg CO₂/€.

Emission intensity	2024	2023	2022
kg CO ₂ /€	73.51	36.88	38.58



WATER AS A SHARED RESOURCE

Caprari has identified water resource management as a material aspect of its sustainable development strategy, recognising its crucial role for the future of communities and the protection of the planet.

The company operates two wells to supply its water needs, with the aim of minimising withdrawals from the public water network. Water drawn from the aqueduct is used exclusively in the canteen, the drinking water dispensers in the workshop and the coffee machines throughout the factory.

The first well was brought into service in 1964, with a second well added in 1984 to further support water resources. Water from the first well is used in the workshop, the technological systems, and the production activities (including the washing tunnel, the testing room and emulsions for machine tools), as well as for cleaning the machinery. Water from the second well is reserved for the fire-fighting system and irrigation.

In 2024, total water consumption reached 23.85 megalitres, of which 11% came from the mains and 89% from wells.

Water withdrawal	2024	2023	2022
Network	2.67	2.53	1.72
Wells	21.17	10.84	8.05
Total	23.84	13.37	9.77

WATER DISCHARGE

Caprari has adopted a systematic approach to managing water discharge, ensuring correct treatment and disposal. Most waste water is conveyed to the sewerage systems serving the company's sites.

- This includes:
- **Waste water from toilets and the canteen;**
 - **Rainwater;**
 - **Run-off water from uncovered areas.**

The logistics building features separate collection systems: the white water network collects rainwater and yard water, while the black water network carries waste water from toilets.

Industrial waste water undergoes a specific treatment process, covering water used to wash mechanical parts, clean the paint booth, emulsions with used oil and waste water from cleaning activities near the temporary waste storage area. This water is first collected in dedicated storage tanks, then treated in a vacuum evaporator that separates it into purified water and a residue to be disposed of as special waste.

Since 1996, investment in the waste water treatment plant has ensured efficient handling of industrial discharges, reducing withdrawals from wells. In fact, the purified water is reintegrated into production processes. For machine tool emulsions, purified water is mixed with water from the first well to further reduce withdrawals.



WASTE MANAGEMENT

Greater efficiency in the use of materials within the production processes results in reduced costs, waste and processing scrap, all to the benefit of the environment. For these reasons, Caprari promotes responsible handling of materials and waste, with a special focus on the treatment and proper disposal of hazardous waste.

The mechanical machining and painting operations are the processes that generate the most hazardous waste, such as waste oils and paint solvents.

In 2024 the Company generated 1,245 tonnes of waste, of which 75% was non-hazardous.

Types of waste	2024	2023	2022
Non-hazardous	75%	81%	89%
Hazardous	25%	19%	11%

The transport and final treatment of the waste is carried out in accordance with the national directives for each facility in which the company operates, through authorised disposal service providers, in accordance with the local regulations. In 2024, 75% of total waste was sent for recovery

Waste 2024	Recovery (tonnes)	Disposal (tonnes)
Hazardous	26	287
Non-hazardous	902	30
Total	928	317

Dispatched 2023	Recovery (tonnes)	Disposal (tonnes)
Hazardous	9	180
Non-hazardous	827	0
Total	837	180



PEOPLE



For Caprari, human resource management is founded on a model that promotes the active and conscientious involvement of all people involved in the company's processes.

At its core are transparent relationships based on dialogue and constructive discussion, aimed at valuing and empowering every employee. This approach is fully aligned with the principles of the Code of Ethics and the company's policies on employment and working standards.

Caprari SpA is committed to guaranteeing fair working conditions that respect the dignity of every person and comply with the national regulations and international standards. The company's key principles are:

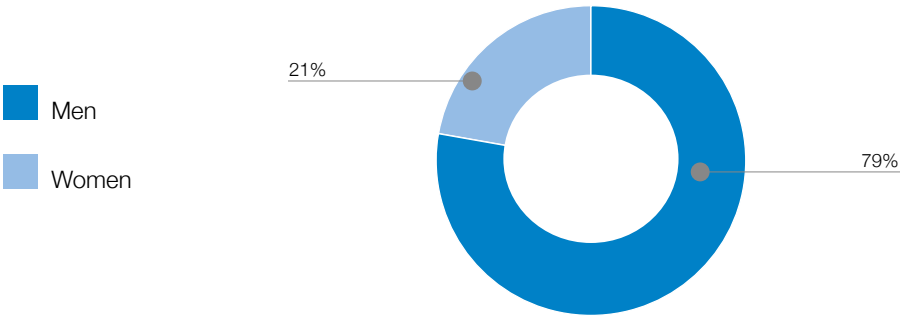
- **Equality and non-discrimination:** No discrimination is tolerated on the basis of gender (including gender reassignment), sexual orientation, age, disability, ethnicity, religion, maternity, marital status or trade union membership.
- **Equal treatment:** Parity of treatment is guaranteed between full-time and part-time employees, and between fixed-term and permanent contracts.
- **Gender equality:** Commitment to improving gender balance by actively encouraging female candidates.
- **Working conditions:** Full compliance with the legislation on working hours and wages. Wages must be at least equal to the statutory or industry minimum and sufficient to meet workers' basic needs
- **Trade union rights:** Respect for employees' right to organise and bargain collectively. Where this is not possible, alternative forms of representation are supported.
- **Flexibility:** Flexible working hours are provided to promote a good work-life balance.
- **Corporate culture:** Commitment to fostering a collaborative, fair and inclusive workplace that brings out everyone's potential.
- **Human rights:** Promotion of human rights even in countries with weaker legislation, guided by international standards such as the Universal Declaration of Human Rights and IFC standards.
- **Condemnation of forced and child labour:** Zero tolerance for any form of exploitation. No person under the age of 15, or below the legal minimum age, is employed. Collaboration with suppliers using child labour is excluded.
- **Global commitment:** Adherence to the United Nations Global Compact on human rights, labour, the environment and anti-corruption.

Employees and workers	2024			2023			2022		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Employees	305	64	241	295	64	231	293	65	228
Agents/Freelancers/Collaborators	3	0	3	3	1	2	3	1	2
Internships	1	0	1	2	1	1	0	0	0
Total	309	64	245	300	66	234	296	66	230

At 31 December 2024, Caprari employed 309 people, including 305 employees, an increase of 9 compared to the previous year. At 31 December 2024, the company also engaged 34 temporary workers (31 men and 3 women).

The predominance of male staff reflects sector trends, consistent with the collective bargaining agreement for the Metalworking and Plant Installation Industry, and is concentrated mainly in the production department. Women are more prevalent in office roles, accounting for 73% of the company's female workforce. The annual average number of temporary FTE workers is 57.41, of which 6.41 are women.

EMPLOYEES BY GENDER



Professional figures and employees by gender	Total	Women	Men
Executives	12	1	11
Middle Managers	18	5	13
White collar	129	47	82
Blue collar	146	11	135
Total	305	64	241

More than 96% of the staff have permanent contracts and 95% work full-time. This demonstrates the company's tendency to build solid and long-lasting working relationships.

Type of contract for employees	2024			2023			2022		
	Totale	Women	Man	Totale	Women	Man	Totale	Women	Man
Fixed-term contract	10	2	8	5	0	5	6	2	6
Permanent	295	62	233	290	64	226	287	63	224
Apprenticeship	0	0	0	0	0	0	0	0	0
Temporary workers	34	3	31	17	3	14	0	0	0
Total	339	67	272	312	67	245	293	65	230

Employee working arrangements	2024			2023			2022		
	Totale	Women	Man	Totale	Women	Man	Totale	Women	Man
Part-time	12	5	7	11	6	5	11	5	6
Full-time	293	59	234	284	58	226	282	60	223
Total	305	64	241	295	64	231	293	65	228

Employees by gender and age group	2024			2023			2022		
	Totale	Women	Man	Totale	Women	Man	Totale	Women	Man
<30	32	3	29	28	4	24	20	3	17
30-50	134	25	109	128	22	106	148	27	121
>50	139	36	103	139	38	101	125	35	90
Total	305	64	241	295	64	231	293	65	228

The most represented age group within the company’s workforce in 2024 is the over-50s, with an overall average age of 47.

TURNOVER

In 2024, Caprari Spa recorded **more new hires (32) than departures (22)**, with a positive balance of +10, bringing the workforce to 305 employees. The reduction in departures and the solid recruitment rate show that the company is undergoing a phase of **consolidation and growth**.

Of particular note is the ongoing investment in **under-30s**, rising from 8 in 2022 to 20 in 2023, then 14 in 2024. Despite its slight decline, this age group remains the most dynamic in terms of new hires. The employee turnover rate therefore stands at 7%.

Employees by gender and age group	2024			2023			2022		
	Totale	Women	Man	Totale	Women	Man	Totale	Women	Man
Terminations	22			39			27		
<30	2	1	1	10	2	8			
30-50		1	4	17	5	12			
>50	15	5	10	12	3	9			
New hires	32			37			22		
<30	14	2	12	20	3	17	8	2	6
30-50	16	5	11	13	3	10	13	5	8
>50	2	0	2	4	2	2	1	0	1

Nationality	New hires	Terminations
Italy	29	21
Morocco	1	0
Albania	1	0
Moldova	1	0
Romania	0	1

Through the company's management software, it was found that Caprari has human resources of 20 different nationalities, highlighting the company’s high propensity for inclusiveness. The company also employs 21 individuals belonging to protected categories, who, where required, have been provided with special work-stations and reduced working hours.

PERFORMANCE ASSESSMENT

Caprari has subjected 91% of its executives, all of its managers and 25% of its employees to a performance assessment.

Employees who receive periodic performance and professional development assessments	Total	Women	Men
Executives	11	1	10
Middle Managers	18	5	13
White collar	32	7	25
Blue collar	0	0	0
Total	61	13	48

PARENTAL LEAVE

During the reporting year, 7 employees took parental leave, one woman and six men, all of whom returned to work afterwards, highlighting a 100% return and retention rate.

M/W	Qualification code	Employee	Paternity leave hours	Nursing hours	Parental leave hours optional maternity	Parental leave hours compulsory maternity	Total
W	White collar	1		100	369	816	1,285
		2				160	160
M	White collar	1			16		16
		2			24		24
		3			45		45
		4	32				32
		5	56				56
M	Blue collar	1			16		16
		2			136		136
		3	48				48
		4	96				96
		5	96				96
		6			8		8
Total			328	100	614	976	2,018

WELFARE

Caprari strongly believes in investing in corporate welfare as a way to improve employee well-being. To this end, it offers a comprehensive and structured package of initiatives designed to promote balance between personal life, care needs and professional commitments, including:

- **Flexible benefits platform:** access to an online portal that allows employees to customise their package of goods and services for themselves and their families, covering health, sport, well-being, education, culture and leisure.
- **Financial support for parental leave:** Caprari supports working fathers at the birth of a child or pre-adoption foster care, offering 12 days of paid leave at the company's expense – two more than the national average.
- **Flexible working hours:** flexible start and finish times to support work-life balance.
- **Company car for mixed use:** available to specific professional categories..
- **Company canteen:** accessible to all employees, including temporary workers, at a controlled cost.
- **Technological equipment:** provision of company PCs and telephones for certain employee categories, depending on the role.

TRAINING

Training at Caprari begins with listening: needs analysis and targeted planning form the foundation of all training activities. The aim is to enhance and strengthen both individual and team skills, in line with roles and operational requirements.

The courses offered are designed to promote professional growth by developing managerial and technical-specialist skills, with delivery methods tailored to the characteristics and needs of different areas of the company.

In the 2024 and 2023 reports, training hours were divided into cross-functional and professional activities, as well as those dedicated specifically to health and safety. This explains the significant discrepancy compared to 2022, when this distinction was not applied.

	2024			2023			2022		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Executives	531	41	490	371	0	371	66	0	66
Middle Managers	96	38	58	72	43	29	0	0	0
White collar		421	507	575	64	511	1,082	300	782
Blue collar	2,781	192	2,589	92	0	92	5,625	51	5,676
Total	4,336	692	3,644	1,110	107	1,003	6,773	351	6,422

In 2024, Caprari invested in a diverse and targeted training programme covering technical, managerial, linguistic and regulatory topics, in line with its commitment to staff development. The main areas covered include:

- **Quality and processes:** ISO 9001:2015 Internal Auditor and Lean Six Sigma – Yellow Belt courses to strengthen analytical and continuous improvement skills.
- **Digital skills:** training in basic to intermediate Excel and cybersecurity, tools now essential for daily operations and data protection.
- **Foreign languages:** English and French courses to support communication in the international contexts where the company operates.
- **Regulatory training:** updates on privacy and European Regulation 2016/679 for Human Resources staff to ensure compliance.
- **Technical product skills:** dedicated training on the product catalogue and principles of hydraulics for the CBO team, to enhance internal technical expertise.
- **Management development:** investment in high-level programmes such as the Executive MBA at the Polytechnic University of Milan, supporting leadership and strategic vision..
- **Operational training:** courses for technical or production roles, focused on safety, procedures and operational practices.

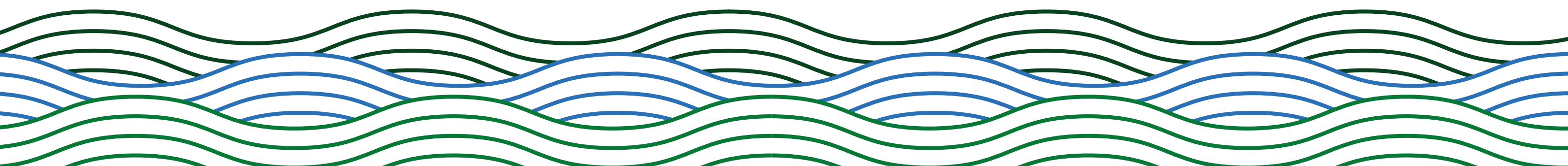
The selected topics reflect a comprehensive, multi-level training approach, designed to meet the growth needs of both individuals and the organisation as a whole.

Average number of training hours per employee	14.22
Average number of training hours per female employee	10.81
Average number of training hours per male employee	15.12
Average number of training hours for executives	44.25
Average number of training hours for middle managers	5.33
Average number of training hours for white collar staff	7.19
Average number of training hours for blue collar staff	19.05

COMPOSITION OF THE BOARD OF DIRECTORS AND STEERING COMMITTEE

The Board of Directors includes 20% female representation, with one young female director under 30, reflecting progress towards greater generational and gender balance. The Steering committee is composed of five men and one woman, a structure that mirrors the overall gender distribution within the company.

Qualification	Women	Man
Board of Directors	1	4
<30	1	0
30-50	0	1
>50	0	3
Steering committee	1	5
<30	0	0
30-50	1	1
>50	0	4



EMPLOYEE REMUNERATION

Salaries at Caprari show a disparity in favour of male employees. This gap is primarily linked to length of service and the differences in tasks performed within the same professional categories.

Average gross annual salary (GAS)	Delta % GAS Women/Men 2024	Delta % GAS Women/Men 2023
Qualification		
Executives	-43%	-44%
Middle Managers	-5%	-5%
White collar	-8%	-12%
Blue collar	-2%	-4%

The highest paid person has a salary 5.7 times greater than the average salary of all the employees.

OCCUPATIONALHEALTH AND SAFETY

Occupational health and safety is an essential pillar of Caprari’s corporate structure. For this reason, the company has adopted every necessary measure, based on experience, the nature of the activities carried out and best technical practices, to ensure the physical and psychological well-being of its workers.

Caprari actively fosters a culture of safety, promoting risk awareness and empowering every employee through ongoing training and awareness programmes. Prevention lies at the core of the company’s approach, supported by corrective actions following accidents or near misses and reinforced by continuous improvement initiatives.

All employees, in every location, are covered by the Integrated Management System (IMS) for Environment, Health and Safety, certified according to the UNI EN ISO 45001:2018 standard. This system applies to all company activities and is continuously updated based on the current legislation, with the goal of minimising accidents and occupational illnesses.

The Occupational Health Service plays a proactive role in safety management, contributing to the identification of risks and the drafting of the Risk Assessment Document (DVR). The appointed Occupational Health Physician takes part in annual meetings, contributes to the evaluation of risks associated with new activities and carries out an annual inspection of the workplace. Based on these analyses, he/she highlights any critical issues and establishes specific health protocols for each task carried out across the company’s sites.

COMMUNICATION ON HEALTH AND SAFETY

The sharing of information about the management system and the results achieved is a fundamental part of Caprari’s approach. The aim is to engage all staff, strengthen motivation and foster a full understanding of the company’s commitment to improving its environmental and safety performance.

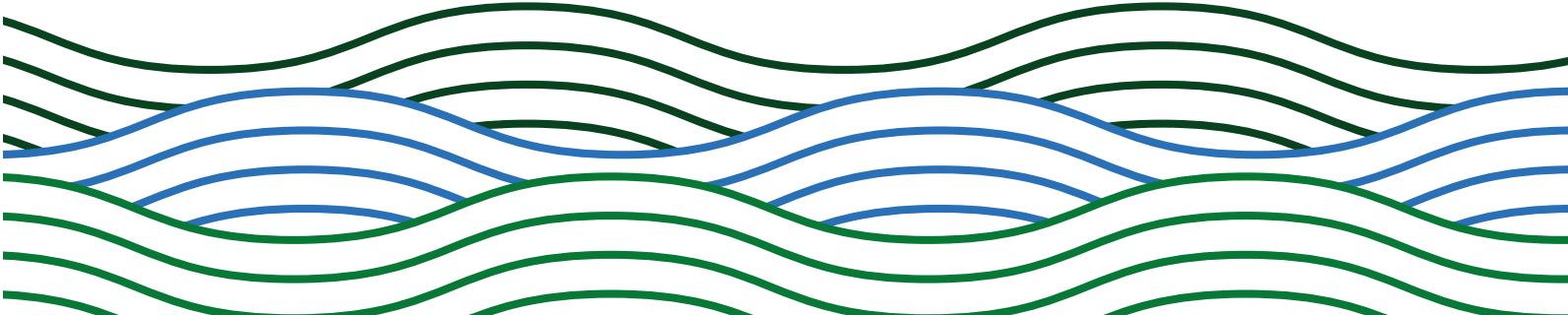
The company promotes awareness of its environmental and safety policies, objectives, targets and programmes through clear and consistent communication. All employees play an active role in this continuous improvement process, while department managers serve as a point of reference for collecting communications, feedback and suggestions from staff.

The effectiveness of internal communication is also assessed during internal audits to ensure transparency and participation at every stage of the process.

CONSULTATION AND PARTICIPATION

The Caprari Management ensures the participation and consultation of workers through meetings organised by the Workers’ Safety Representatives, as required by the national contract.

Specific meetings are also arranged in the event of changes or the introduction of new production processes, or other developments that may affect workplace health and safety.



EVENTS OR REPORTS

Health and safety-related events – such as near misses, first aid applications and work-related injuries – must be carefully monitored and analysed. Timely reporting and thorough investigation of root causes are essential for eliminating or minimising the recurrence of hazardous situations.

Below is a comparison of the total number of events in 2024 with the previous two years. The indicators are managed separately for the production plants, and are displayed on special blackboards on the company premises for consultation by all internal and external personnel.

2022	2023		2024
0	0	Fatal injuries	0
2	1	Injuries > 30 days (serious)	0
10	11	Injuries < 30 days (minor)	4
10	13	First aid applications	7
9	11	Near misses	22
44	56	Unsafe conditions	137
16	15	Unsafe actions	52

Work-related injuries

Modena Plant	Accidents	4
Rubiera Plant	Accidents	0

Accidents per 1,000 FTEs

Modena Plant	Accidents	14.8
Rubiera Plant	Accidents	0

Work-related fatalities

Modena Plant	Fatalities	0
Rubiera Plant	Fatalities	0

Days lost

Modena Plant	Days	82
Rubiera Plant	Days	0

Accident frequency rate

Modena Plant	Accidents/1M hours	9
Rubiera Plant	Accidents/1M hours	0

Severity rate

Modena Plant	Days/1K hours	0.2
Rubiera Plant	Days/1K hours	0

Accidents per 30,000 hours worked

Modena Plant	Accidents	0.3
Rubiera Plant	Accidents	0

Total hours worked

Modena Plant	Hours	443,922
Rubiera Plant	Hours	48,639

Accidents while commuting

Modena Plant	No
Rubiera Plant	No

COMMUNITY AND TERRITORY



Caprari has chosen to support initiatives and associations active in various fields at both the national and international levels, with the aim of disseminating a culture of sustainability centred on protecting natural resources.

By supporting projects that promote responsible water management and soil regeneration, the company makes a tangible contribution to lasting positive change.



‘TONDO COME IL MONDO’

In partnership with the Ambienta Foundation, Caprari takes part in the “Tondo come il Mondo” project (Round like the world), dedicated to primary school students. The initiative promotes the responsible management of natural resources through an educational manual filled with practical activities and useful guidance.

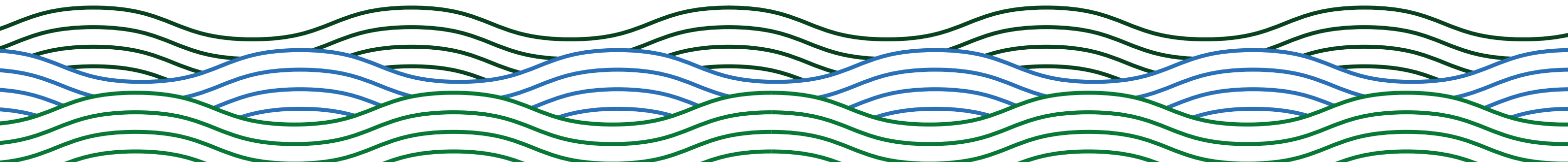
The simple and positive language is designed to raise young people’s awareness of the importance of caring for the environment, empowering them to become drivers of change.

INNOVATION, AGRICULTURE AND THE ENVIRONMENT

Promoting new sustainable agricultural practices, in harmony with the landscape and local communities, is one of the challenges that Caprari has undertaken.

By supporting organisations that experiment with innovative landscape management and environmental restoration models, we promote a more conscientious use of resources, particularly water, while contributing to the development of local experiences with the potential to have wide-reaching impacts.

Caprari has also chosen to support associations engaged in the local community. This commitment helps strengthen ties with the area and contributes to community development through concrete action.



GRI Content Index

STATEMENT OF USE	Caprari S.p.A. has reported the information cited in this GRI content index for the period 1/01/2024 through 31/12/2024, in accordance with the GRI Standards
GRI 1 UTILISED	GRI 1: Reporting Principles 2021
APPLICABLE SECTORAL GRI STANDARDS	N/A

GRI Sustainability Reporting Standard	Page and notes
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2	GENERAL DISCLOSURES	
THE ORGANISATION AND ITS REPORTING PRACTICES		
2-1	Organisational details	14-26
2-2	Entities included in the organisation’s sustainability reporting	6
2-3	Reporting period, frequency and contact person	6
2-4	Restatement of information	Annual
2-5	External assurance	Not foreseen
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2-6	Activities, value chain, and other business relationships	19-21, 31-33
2-7	Employees	57-60
2-8	Workers who are not employees	57-60
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2-9	Governance structure and composition	16, 65
2-10	Nomination and selection of the highest governance body	16, 65
2-11	Chair of the highest governance body	16, 65
2-12	Role of the highest governance body in overseeing the management of impacts	16, 65
2-13	Delegation of responsibility for managing impacts	16, 65
2-14	Role of the highest governance body in sustainability reporting	16, 65
2-15	Conflicts of interest	39
2-16	Communication of critical concerns	39
2-17	Collective knowledge of the highest governance body	16,64
2-18	Evaluation of the performance of the highest governance body	Not applicable
2-19	Remuneration policies	Not applicable
2-20	Process to determine remuneration	63
2-21	Annual total compensation ratio	66

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2-22	Statement on sustainable development strategy	4,11
2-23	Policy commitments	11, 23-25, 42-43
2-24	Embedding policy commitments	11, 23-25, 42-43
2-25	Processes to remediate negative impacts	23
2-26	Mechanisms for seeking advice and raising concerns	39
2-27	Compliance with laws and regulations	23
2-28	Membership in associations	26
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2-29	Approach to stakeholder engagement	10
2-30	Collective bargaining agreements	59
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DISCLOSURE ON MATERIAL TOPICS		
3-1	Process to determine material topics	6-9
3-2	List of material topics	6-9
3-3	Management of material topics	6-9
200	ECONOMIC TOPICS	
201	ECONOMIC PERFORMANCE	
201-1	Direct economic value generated and distributed	36
202-2	Financial implications and other risks and opportunities due to climate change	11
201-3	Defined benefit plan obligations and other retirement plans	Not applicable
201-4	Financial assistance received from government	36-37
202	MARKET PRESENCE	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Information not available
202-2	Proportion of senior management hired from the local community	100%
203	INDIRECT ECONOMIC IMPACTS	
203-1	Infrastructure investments and services supported	Not realised
203-2	Significant indirect economic impacts	Not relevant
204	PROCUREMENT PRACTICES	
204-1	Proportion of spending on local suppliers	31-33
205	ANTI-CORRUPTION	
205-1	Operations assessed for risks related to corruption	38
205-2	Communication and training about anti-corruption policies and procedures	38
205-3	Confirmed incidents of corruption and actions taken	None occurred

206 ANTI-COMPETITIVE BEHAVIOUR		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	None occurred
207 TAX - 2019		
207-1	Approach to tax	Not applicable
207-2	Tax governance, control and risk management	Not applicable
207-3	Stakeholder engagement and management of concerns related to tax	Not applicable
207-4	Country-by-Country Reporting	Not applicable
300 ENVIRONMENTAL TOPICS		
301 MATERIALS		
301-1	Materials used by weight or volume	44
301-2	Recycled input materials used	44
301-3	Reclaimed products and their packaging materials	44-45
302 ENERGY		
302-1	Energy consumption within the organization	46-48
302-2	Energy consumption outside of the organization	46-48
302-3	Energy intensity	49
302-4	Reduction of energy consumption	46-48
302-5	Reductions in energy requirements of products and services	Data not available
303 WATER AND EFFLUENTS		
303-1	Interactions with water as a shared resource	52
303-2	Management of water discharge-related impacts	52
303-3	Water withdrawal	52
303-4	Water discharge	52
303-5	Water consumption	52
304 BIODIVERSITY		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
304-2	Significant impacts of activities, products, and services on biodiversity	Not applicable
304-3	Habitats protected or restored	Not applicable
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
305 EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	50
305-2	Energy indirect (Scope 2) GHG emissions	50
305-3	Other indirect (Scope 3) GHG emissions	51
305-4	GHG emissions intensity	51

305-5	Reduction of GHG emissions	51
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not applicable
306 WASTE		
306-1	Waste generation and significant waste-related impacts	54
306-2	Management of significant waste-related impacts	54
306-3	Waste generated	54
306-4	Waste diverted from disposal	54
306-5	Waste directed to disposal	54
308 SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	31-32
308-2	Negative environmental impacts in the supply chain and actions taken	None occurred
400 SOCIAL TOPICS		
401 EMPLOYMENT		
401-1	New employee hires and employee turnover	61
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	63
401-3	Parental leave	62
402 LABOR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	from National Collective Labour Contract
403 OCCUPATIONAL HEALTH AND SAFETY - 2018		
403-1	Occupational health and safety management system	66-67
403-2	Hazard identification, risk assessment, and incident investigation	66-67
403-3	Occupational health services	66-67
403-4	Worker participation, consultation and communication on occupational health and safety	66-67
403-5	Worker training on occupational health and safety	Information not available
403-6	Promotion of worker health	66
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66-67
403-8	Workers covered by an occupational health and safety management system	All
403-9	Work-related injuries	68-69
403-10	Work-related ill health	68-69
404 TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	63-64
404-2	Programs for upgrading employee skills and transition assistance programs	64
404-3	Percentage of employees receiving regular performance and career development reviews	62

405	DIVERSITY AND EQUAL OPPORTUNITIES	
405-1	Diversity of governance bodies and employees	65
405-2	Ratio of basic salary and remuneration of women to men	66
406	ANTI-CORRUPTION POLICY	
406-1	Incidents of discrimination and corrective actions taken	None occurred
407	FREEDOM OF ASSOCIATION	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
408	CHILD LABOUR	
408-1	Operations and suppliers at significant risk for incidents of child labour	Not applicable
409	FORCED OR COMPULSORY LABOUR	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Not applicable
410	SECURITY PRACTICES	
410-1	Security personnel trained in human rights policies or procedures	Not applicable
411	RIGHTS OF INDIGENOUS PEOPLES	
411-1	Incidents of violations involving rights of indigenous peoples	None occurred
413	LOCAL COMMUNITIES	
413-1	Operations with local community engagement, impact assessments, and development programs	70-73
413-2	Operations with significant actual and potential negative impacts on local communities	None occurred
414	SUPPLIER SOCIAL ASSESSMENT	
414-1	New suppliers that were screened using social criteria	31-33
414-2	Negative social impacts in the supply chain and actions taken	None occurred
415	PUBLIC POLICY	
415-1	Political contributions	Not applicable
416	CUSTOMER HEALTH AND SAFETY	
416-1	Assessment of the health and safety impacts of product and service categories	29
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None occurred
417	MARKETING AND LABELLING	
417-1	Requirements for product and service information and labelling	Not applicable
417-2	Incidents of non-compliance concerning product and service information and labelling	Not applicable
417-3	Incidents of non-compliance concerning marketing communications	None occurred
418	CUSTOMER PRIVACY	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None occurred

Methodological consulting: Mediamo Area Sustainability S.r.l. SB
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