

Sustainability Report 2024





Table of Contents

Letter to Stakeholders	04
Casappa at a Glance – 2024.....	06
Casappa and SDGs	07

Organization

profile	09
Corporate Identity	09
The History	12
Corporate structure of the Casappa group	14

Materiality

analysis	18
Stakeholder	18
Materiality analysis.....	19

Environmental

Protection of environmental resources.....	23
Efficient Management of Materials and Waste	26

People and community

Casappa's people	31
Impacts related to the territory.....	35

Ethics and corporate

governance	37
Anti-corruption and ethical conduct.....	37
Sustainable supply chain management	39

Methodological note

.....	43
-------	----

Letter to Stakeholders

Dear Stakeholders,

2024 has been a year of transformation and awareness. In an increasingly complex global context, we have strengthened our commitment to a sustainable development model, integrating ESG principles into both our industrial strategy and our corporate culture.

For over seventy years, Casappa has been an independent family business, designing hydraulic solutions with passion and precision. Our aim is to create value for our customers through power, filtration, and electronic control solutions, with an ethical and responsible approach, looking toward a future where technological innovation serves environmental and social sustainability.

We act with the growing awareness that *the true success of a company is measured not only by profits but by the positive impact it has on the environment and society.*

In this spirit, we have outlined a clear path toward continuous improvement, aligned with the **Sustainable Development Goals (SDGs)** of the 2030 Agenda. This path is set out in the three-year Business Plan, which the company updates annually to plan short- and medium-term strategic activities. Let's begin with **environmental sustainability**. Every day, our actions have an impact on the planet. Reducing CO2 emissions, optimizing the use of natural resources, and promoting renewable energy

are not just good practices—they are urgent necessities.

For example, consider our recent initiatives:

- **Energy Efficiency:** From 2021 to 2023, we invested over €800,000 in projects to improve energy efficiency. These initiatives help us consume less energy and reduce CO2 emissions.
- **Corporate Forest:** In collaboration with Treedom, we have created a company forest of 1,000 trees in Kenya. This initiative allows us to offset CO2 emissions and contributes to the fight against climate change.
- **Logistics Hub:** As of November 2024, the new, modern logistics centre at our Lemignano (Parma) headquarters is fully operational. The facility was designed to meet current and future sustainability standards. Thanks to the installation of a photovoltaic system, the estimated reduction in emissions is approximately 87,000 kg of CO2 per year.
- **Innovation and Technology:** We invest in R&D projects focused on sustainability, collaborating with universities and research centres. These projects enable us to develop new solutions for a more sustainable future for today's and tomorrow's customers.

Implementing these strategies not only allows us to reduce operational costs but also positions us as **responsible and innovative leaders** in our industry.



But sustainability does not stop there. The social dimension is equally important for Casappa. A sustainable company is one that values people, promotes inclusion and gender equality, and ensures safe and dignified working conditions.

Investing in the well-being of our current and future employees means creating a positive work environment where everyone feels valued and motivated to give their best. Welfare programs such as “Giocampus” and “Family 10 e lode” are a clear testament to our strong commitment to our people.

In addition, **social responsibility** extends to the community in which we operate. We believe it is important to engage with and support the local community and to raise awareness among younger generations.

We have two key projects related to social responsibility:

- **CASAPPA WOMEN:** This project was created in collaboration with the Toscanini Foundation in Parma. Its main objective is to promote gender equality and support women in the professional world. Through concerts, round tables, and awards, the initiative aims to raise awareness around gender parity and create opportunities for women.

- **CASAPPA CARES:** Focused on corporate volunteering, this initiative reflects Casappa’s commitment to sustainability and social responsibility. The program includes a range of activities and projects designed to improve community well-being and reduce environmental impact (e.g., support for Civil Protection and the Oncology Center).

A company that cares for its community is a company that helps build a better future for all.

In conclusion, sustainability for Casappa is a core value that goes beyond compliance. It is a strategic choice that brings tangible and lasting benefits—for our company, for the environment, and for society. However, none of this would be possible without the active contribution, constant dialogue, and trust of all our stakeholders. To you, we express our sincere thanks: you are an integral part of our journey and of our vision for a more sustainable future.

With appreciation,

Filippo Casappa

CEO – Casappa S.p.A.

A handwritten signature in black ink that reads "Filippo Casappa". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Casappa at a Glance 2024

Key Figures of the Casappa Group

€154 million
Consolidated
revenue 2024

30,000 units
Piston
pumps

875
Total employees
worldwide

600,000 units
Aluminum gear
pumps and motors

over 1 million
Production units

415,000 units
Cast iron gear
pumps and motor

Revenue
by region

37%
Americas

41%
EMEA

22%
Asia &
Pacific

Key Figures of Casappa S.p.A

€117 million
Revenue 2024




555
Number of
employees

Casappa and SDGs

The **SDGs (Sustainable Development Goals)** are a set of 17 global goals adopted by the United Nations as part of the 2030 Agenda, aimed at promoting fair, inclusive, and environmentally responsible development. They serve as a shared framework for businesses, governments, and civil society to help address global environmental, social, and economic challenges.

Casappa's commitment to sustainability is reflected in concrete actions carried out during the reporting year, in alignment with the Sustainable Development Goals (SDGs) promoted by the United Nations. The mapping below highlights the company's contribution to addressing today's key challenges through responsible and integrated ESG management.



Goal		Target		Casappa's initiatives 2024
SDGs	Description	N.	Description	
	Ensure healthy lives and promote well-being for all ages	3.9	By 2030, substantially reduce the number of deaths and illnesses caused by hazardous chemicals and air, water and soil pollution and contamination	- Replacement of solvents and use of low-emission technologies to improve air quality in the workplace and surrounding areas
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.1	By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes	- "Family 10elode" initiative: a project dedicated to supporting the educational journey of employees' children.
		4.5	By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	
	Achieve gender equality and empower (greater strength, self-esteem, and awareness) all women and girls	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	- "CASAPPA WOMEN" project: to promote gender equality and support women in the professional world, in partnership with the Toscanini Foundation Parma
	Ensure access to affordable, reliable, sustainable, and modern energy for all	7.2	By 2030, significantly increase the share of renewable energy in the global energy mix	- Since 2021, Casappa has been implementing energy efficiency measures
	Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value	- Continuation of activities to be outsourced for the inclusion of people with disabilities, in partnership with the La Bula Cooperative and the Saltatempo Social Cooperative Onlus
		8.6	By 2020, substantially reduce the proportion of youth not in employment, education, or training	- "Officina del Cambiamento" project, in collaboration with the company Amploom
	Make cities and human settlements inclusive, safe, resilient, and sustainable	11.3	By 2030, an increase in inclusive and sustainable urbanization and the capacity for participatory, integrated human settlement planning and management in all countries	- "CASAPPA CARES" project: linked to corporate volunteering, it includes activities with organizations such as the New Oncology Center and Civil Protection. - Participation in the "Imprese Aperte" event involves companies from the Parma area, allowing them to open their premises to the public
		11.7	By 2030, provide universal access to safe, inclusive, and accessible public green spaces, particularly for women and children, older persons, and persons with disabilities	- Giocampus activities: Summer/winter camps for employees' children, in partnership with CUS Parma
	Ensure sustainable consumption and production patterns	12.4	By 2020, achieve environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil to minimize their adverse impacts on human health and the environment	- Use of new lower-impact chemicals for cleaning non-metallic surfaces - Use of water-based paints and research for solvent alternatives in cleaning to minimize the use of volatile and polluting chemicals
		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	-Experimentation with anti-corrosion bags made from 30% recycled plastic material
	Take urgent action to combat climate change and its consequences	13.1	Strengthening resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	-Project "CASAPPA Forest": tree planting in Kenya by employee initiative, in collaboration with Treedom

Organization profile

This chapter is dedicated to presenting Casappa's identity, outlining its fundamental elements in terms of structure, values, and role within the relevant industrial context. The company is active in the production and marketing of hydraulic components and is part of a solid corporate group operating at national and international levels.

After describing the company's activities and the values guiding its operations, the main milestones of Casappa's historical evolution are reviewed, highlighting technological development and industrial growth. The chapter also delves into aspects related to the corporate structure, presenting the governing and supervisory bodies, the organizational chart, and key corporate data. Together, these elements aim to provide a clear and coherent overview of the company's institutional and organizational setup, which forms a solid foundation for understanding its commitment to transparent, responsible, and sustainability-oriented management.

Corporate Identity

WHO WE ARE

Founded by Roberto Casappa more than seventy years ago, Casappa S.p.A. is a multinational company that has remained entirely owned by the Casappa family, now in its third generation. Casappa designs and manufactures key components for hydraulic systems, including gear pumps and motors, flow dividers, variable displacement axial piston pumps, electronic controls, and filters for applications spanning the construction, industrial vehicle, material handling, agriculture, mining, and in-

dustrial sectors.

The company is continuously evolving with research and innovation projects focused on future technological trends, particularly digitalization and electrification of systems, areas in which it dedicates several innovation projects in collaboration with national and international universities. Below is Casappa's market segmentation for 2024:

- 34% Building & Construction
- 20% Distributors
- 17% Agriculture & Turf care
- 14% On-highway vehicles
- 13% Material handling
- 1% System integrators
- 1% Industrial

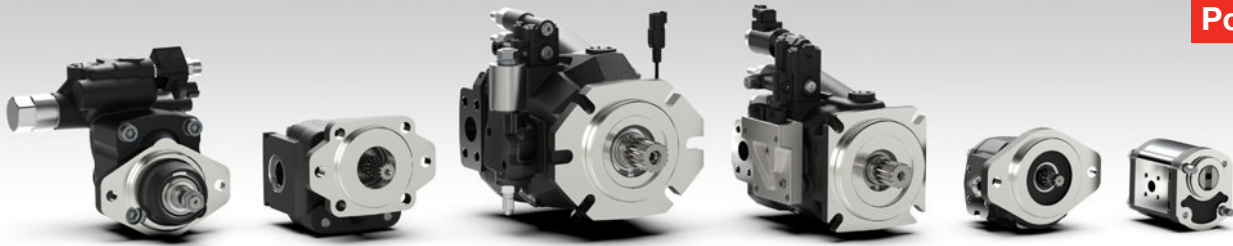
The company boasts an international presence on all continents through commercial and production subsidiaries, with an export share of 80%, over 1,000 collaborators worldwide, and market-leading customers such as Caterpillar, John Deere, Manitou, Hyundai, Toyota, and many others.

The future challenge for the Casappa Group is to create the product portfolio of tomorrow by looking not only at individual components but at the entire system, combining technological developments and market needs with the increasingly important necessity to act responsibly and with great attention to environmental and social impacts.

To this end, the company will continue its sustainability journey in the coming years, investing in innovative solutions that monitor and optimize the environmental and social impact of its business activities - essential not only to remain competitive but also to meet social expectations.

Casappa is committed to remaining an independent family company focused on creating and delivering value to its customers by offering power, filtration, and control solutions for hydraulic systems. The organization aims to help customers differentiate themselves from their competitors through innovative, standard, or customized solutions, providing continuous support at every stage: from design to production, supply, and service. In carrying out its activities, Casappa relies on long-term collaboration with customers and suppliers, professional ethics, social and environmental responsibility, and the passion and talent of its collaborators.





Power



Filtration



Control

OUR PRODUCTS

Power

- Variable displacement axial piston pumps
- Cast iron and aluminium body gear pumps & motors
- Helical gear design gear pumps
- Gear flow dividers.

Filtration

- Suction filters
- Return filters
- Spin-On filters
- Medium & High Pressure filters
- Hand pumps
- Accessories & Filtration devices

Control

- Cartridge valves
- Hydraulic Integrated Circuits
- Proportional pilot heads
- Proportional directional valves
- Electronics

Casappa offers a wide choice of gear or piston pumps and motors for open-circuit applications which combines high performance, reducing pollution and limiting the waste of energy resources.

Ikron offers a wide range of filters to optimize the performance of the hydraulic system and extend the life of the components in the entire circuit. Ikron experience in design and production of hydraulic filters ensures cutting-edge technological solutions for many different application sectors and uses.

Tecnord develops and manufactures innovative components and systems, applying interrelated technologies and investing in the integration of Hydraulics and Electronics, to create lines of innovative products that are now setting the industrial standard in various sectors of use.

The History

| 1952

The Beginning

Roberto Casappa, the company's founder, built the first gear hydraulic pump. It was used as a spare part for American dump trucks (GMC, Dodge, and Chevrolet) left in Italy after World War II. "The Golden Pump" is the name given to it after its discovery. Today, it is the centerpiece of the Casappa S.p.A. museum.

| 1969

The New Headquarters

Production was moved to Lemignano di Collecchio (Parma), where it is still located today. Five thousand square meters of covered space, equipped with new machine tools to meet growing market demand.

| 1974

Walvoil, the first equity investment

Casappa joins forces with Walvoil, marking an important partnership in the hydraulic sector.

| 1984

Birth of "Fluid Power Design"

To communicate to the market that Casappa is not just a manufacturer of pumps and motors. Together with its partners, it positions itself as a supplier of key components for the hydraulic circuit.

| 1992

First Expansion

Despite the ongoing economic recession, Casappa believed in the possibility of further growth and heavily invested in a new production space, adding 8,000 sqm.

| 1993

Casappa Corporation is established in the United States

Casappa aims for a significant role in the international hydraulic market. The American market represents a great opportunity that requires a local presence to seize it.

| 1994

ISO 9001 certification achieved, the starting point to compete globally

A very important step in terms of organization and quality, also guaranteed by the reliability of the certifying body, BSI (British Standards Institution).

| 1994

France

Casappa S.A.R.L. is founded in Lyon, France.

| 1997

Germany

Casappa GmbH is founded in Stuttgart, Germany.

| 1997

Ikron "Fluid Filtration" is founded

Filters are a strategic component for expanding the range and protecting the hydraulic circuit.

| 2001

Continued Expansion

To optimize the production layout and have the necessary space for new investments in machine tools and automation, a new 5,000 sqm wing was built at the Parma plant, the first part of an expansion project.

| 2004

New Casappa Corp. Headquarters

A new site was purchased for Casappa Corp. in Batavia, near Chicago, confirming confidence in the growth potential of the US market. An independent 3,600 sqm warehouse with about 400 sqm of office space, expandable up to 6,000 sqm.

| 2005

Korea

Casappa Hydraulics Korea is founded, the first Asian branch in South Korea.

| **2007**

Piston Pumps and Motors Business Unit established under the direction of Filippo Casappa

The goal is to gain a significant presence in the piston pumps and motors market for the mobile sector. This requires strong investments both in machinery and in highly skilled personnel.

| **2007**

Casappa Hydraulics (Shanghai) Co., Ltd

Casappa completes its entry into China by starting local production in about 6,000 sqm. Mechanical processing, assembly, testing, painting, pre- and post-sales support with local personnel properly trained and supported.

| **2011**

Casappa do Brasil

Founded in 2011 in the state of São Paulo, the first South American branch.

| **2011**

Casappa in India

CASAPPA India was established in 2011 in Mumbai, the capital of Maharashtra state and India's commercial capital.

| **2014**

ERP System

Casappa implements the Enterprise Resource Planning system for integration between headquarters and branches.

| **2015**

Casappa sells its stake in Walvoil

Casappa formalizes its exit from Walvoil by selling its shares.

| **2016**

BSI Certifications

In 2016, Casappa obtained ISO/TS 16949 certification and renewed ISO 9001 certification. Recognition of the company's daily commitment to continuous improvement and maintaining the highest quality standards.

| **2017**

Caterpillar awards Casappa

Caterpillar once again awards Casappa Italy and Casappa China with the SQEP certification.

| **2022**

New Logistics Center at Casappa S.p.A.

Construction begins of the new 10,300 sqm Logistics Hub at Casappa's headquarters (Italy).

| **2022**

Casappa Hydraulics India

Casappa completes its entry into India by starting production in Bangalore.

| **2022**

Acquisition of Tecnord S.r.l.

Casappa acquires 51% of Tecnord's share capital.

| **2022**

New Casappa Hydraulics Korea Headquarters

Casappa Hydraulics Korea opens its new headquarters in the southern area of Seoul.

| **2023**

Acquisition of Benvenuti S.r.l.

Casappa acquires 100% of the share capital of Benvenuti Srl, a company specialized in precision mechanical machining.

| **2024**

The new Logistics Center becomes operational

Since November 2024, the new modern logistics center expanding Casappa's headquarters in Lemignano (Parma) is fully operational.

Corporate structure of the Casappa group

Casappa is organized as a **joint-stock company** (S.p.A.), a legal form that involves the division of capital into shares and provides limited liability to its shareholders, who are responsible for the company's obligations only up to the amount of their subscribed shares.

The company is part of a corporate group controlled by a **financial holding company, Finrel S.p.A.**, established by the Casappa family as a strategic choice to ensure more coordinated and integrated management of the group's companies. Casappa S.p.A. directly controls 100% of eight companies located around the world.

BOARD OF DIRECTORS

The Board of Directors (BoD) is the company's strategic governing body and is responsible for defining general guidelines, approving the main development strategies, and ensuring consistency between company decisions and long-term objectives, including those related to sustainability. It currently consists of four members, including a Chairman and a Vice Chairman, both in office.

Position	Name
President	Casappa Renato
Vice President	Casappa Luciano
Chief Executive Officer	Casappa Filippo
Chief Executive Officer	Miriello Stefano

In addition, the European reporting standard VSME requires mapping the situation at the managerial level with a gender equality perspective.

Gender indicators	
Managers	2024
Total female managers	0
Total male managers	9
Gender ratio at the managerial level	0%
Board members	2024
Number of female board members	0
Number of male board members	4
Gender diversity ratio of the governing body	0%

ORGANIZATIONAL CHART



BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors is the company's control body responsible for overseeing compliance with laws and the bylaws, ensuring adherence to principles of proper administration, and verifying the adequacy of the internal control system. It currently consists of five members: one Chairperson, two Standing Auditors, and two Alternate Auditors, all serving their terms. The Board operates with full autonomy and independence, contributing to the transparency and integrity of the company's activities, including aspects related to sustainability and the monitoring of non-financial risks.

Position	Name
Chairman	Pizzi Alberto
Auditor	Scarabelli Lorenzo
Auditor	Bianchi Nicola
Alternate Auditor	Mazzotti Valerio
Alternate Auditor	Ziliotti Maria
Statutory Auditor	Corradi Roberto

GROUP STRUCTURE



FINREL S.p.A
CASAPPA FAMILY HOLDING

Controlled
Companies

CASAPPA S.p.A. (Italy)

IKRON S.r.l. (Italy)

TECNORD S.r.l. (Italy)

CASAPPA Corp. (USA)

CASAPPA GmbH (Germany)

CASAPPA Sarl (France)

CASAPPA Hydraulics LLC (Korea)

CASAPPA Hydraulics Co, LTD (China)

CASAPPA do Brasil Ltda (Brazil)

CASAPPA Hydraulics Pvt, Ltd (India)

BENVENUTI Srl (Italy)

COMPANY INFORMATION

Company	Legal Form	ATECO Code 2007	Total Assets (2024)	Revenue (2024)	Total Employee
Casappa	Joint-stock company - S.p.A	28.12.00	169,3 mln €	116,8 mln €	555

LOCATION OF SITES

Sites	Address	Zip Code	City	Country
Registered office	Via Balestrieri, 1	43044	Lemignano di Collecchio (PR)	ITALY
Manufacturing site	Building 28, No.129 Dieqiao Rd, Pudong Kangqiao, Ind. Zone	N.D.	Shanghai	CHINA
Manufacturing site	Survey No:59/61 to 63, Plot No.189, Narsapura Industrial Area, 1st Phase Karinayakanahalli Village, Kasba Hobili, Malur Taluk, Dist Kolar 563133	N.D.	Bangalore	INDIA
Distribution center	1390 Pierson Drive	N.D.	Batavia, IL 60510	USA
Distribution center	542-60, Dongsuwon-ro, Yeongtong-gu, Suwon-si, 16518	N.D.	Gyeonggi-do,	SOUTH KOREA
Distribution center	Rod. Dom Pedro I, km 87 Cep: 12.954-260	N.D.	Atibaia - SP	BRASIL
Sales offices	Parc d'activité Greenpolis 12, r. L. Diebold CS 50310	69337	Lyon Cedex 09	FRANCE
Sales offices	Kurfürstenstrasse 22	80801	München	GERMANY

Materiality analysis

As part of its commitment to increasingly sustainable and conscious management, Casappa places a central role on stakeholder engagement and the assessment of the impacts generated by its activities. In this perspective, materiality analysis represents a key tool to identify priority issues, guide strategic choices, and ensure transparency regarding the commitments made. The following sections provide an in-depth look at the most relevant stakeholder groups for Casappa and the main topics that emerged from the analysis process.

Stakeholder

Stakeholders are all those entities, both internal and external to the organization, that are affected by the company's activities or that, in turn, can significantly influence its decisions, operations, and achievement of objectives. They are strategic interlocutors with whom the company develops ongoing and structured relationships, aiming to understand needs, expectations, and the dynamics of the context in which it operates, thereby guiding its choices accordingly. Within its commitment to sustainability, Casappa recognizes the central role of stakeholders in defining the environmental, social, and economic priorities that drive the evolution of its business model. For this reason, it has identified the main stakeholder groups relevant to its activities, considering the nature of the business, its offerings, and its presence in international markets.

The main identified stakeholders include:

- **Customers**
- **Suppliers and partners**
- **Employees and collaborators**
- **Regulatory and governing bodies**
- **Universities, research centers, and technology hubs**
- **Local communities**

Impact materiality analysis

The impact materiality analysis represents a key step in Casappa's sustainability reporting process, as it enables the **identification and selection of topics that reflect the most significant impacts generated by the organization** on the environment, people, and the economy. These are aspects that, beyond concretely affecting business performance, also have the power to influence stakeholders' expectations and decisions.

The process was developed with the direct involvement of the company's management and was structured into three main phases:

1. Identification of relevant sustainability impact areas through structured interviews with Top Management;
2. Definition of a detailed list of generated impacts, including an assessment of their nature and timeframe;
3. Synthesis of material topics based on the identified impacts, linked to the indicators to be reported in this document.

The entire process was coordinated by the internal ESG manager, aiming to ensure methodological consistency and alignment with the applied standards. The analysis results formed the basis for defining the sustainability topics reported in this **Casappa Sustainability Report**, supported by a structured data collection covering environmental, social, and governance dimensions.

The reporting process was conducted in compliance with the latest updates in the European ESG regulatory framework, ensuring **transparency and adherence to the required standards**.

Below is the list of identified material topics, accompanied by descriptions of the related generated impacts, categorized by their **nature** (positive or negative) and **timeframe** (current or potential).

Pillar	Material topics	Material impacts	Impacts assessment		
Environmental	Waste management	Waste generation due to production processes	Negative	Current	
		Adoption of waste recycling practices to promote material recovery	Positive	Current	
		Promotion of efficient use of materials through the adoption of circular economic practices	Positive	Current	
		High inflow and outflow of materials used in the production process	Negative	Current	
	Water resource management	Discharge of water effluents into the external environment	Negative	Potential	
		Withdrawal of water resources for production activities	Negative	Current	
	Climate Change	Generation of direct and indirect GHG emissions from energy consumption (Scope 1 and 2)	Negative	Current	
		Energy consumption resulting from company operations	Negative	Current	
		Development of energy efficiency processes	Positive	Current	
		Reduction of GHG emissions thanks to the construction of the new Logistics Hub	Positive	Current	
People	Diversity and Inclusion	Awareness-raising on gender equality and inclusion through Women Empowerment initiatives and inclusion of people with disabilities	Positive	Current	
		Gender pay gap	Negative	Current	
		Risk of discrimination incidents within the workforce	Negative	Potential	
	Employee satisfaction and well-being	Promotion of employee well-being	Positive	Current	
	Training and development of personnel	Employee satisfaction and retention through effective employer branding initiatives	Positive	Current	
		Development and enhancement of employees' skills through training activities	Positive	Current	
	Health and Safety	Workplace Injuries	Negative	Potential	
		Implementation of risk assessment models with mathematical analysis	Positive	Current	
		High employee awareness through targeted safety training	Positive	Current	
	Impacts related to the territory	Concrete support to the local territory through sponsorship of local initiatives	Positive	Current	
		Contribution to the development of scientific innovation through collaborations with research institutions	Positive	Current	
	Governance	Anti-corruption and ethical behavior	Episodes of corruption and extortion	Negative	Potential
		Sustainable management of the supply chain	Non-compliance with environmental and social procedures within the value chain	Negative	Potential
Effective supplier management through an advanced evaluation and monitoring system			Positive	Current	
Corporate culture		Promotion of proper corporate ethics based on the Code of Ethics	Positive	Current	



Environmental

Environmental protection is one of the priority areas of Casappa S.p.A.'s commitment to a sustainable growth model. The company works to progressively reduce its environmental impact through energy efficiency measures, the reduction of climate-altering emissions, responsible water resource management, and the implementation of initiatives with a positive impact on the local territory.

Another important focus is the circular management of materials and waste: thanks to well-established processes, industrial scraps such as alloys and oils are recovered, transformed, and reintroduced into the production cycle, thereby reducing the use of virgin raw materials and supporting the transition towards a regenerative economy.



Protection of environmental resources

Casappa S.p.A. adopts a structured approach to environmental management, monitoring and transparently reporting its energy consumption and emissions in line with international standards. In 2024, approximately 7% of energy consumption came from renewable sources, and Scope 2 GHG emissions were estimated using the location-based method. Particular attention is also given to water resources and the development of initiatives with positive environmental impacts, including projects for water recovery, solvent reduction, and the creation of the company forest, “Casappa Forest.”

ENERGY EFFICIENCY

Regarding the organization’s energy consumption, the data for 2024 are reported below, with a detailed breakdown of the items as required by the VSME reporting standard. In particular, it is noted that the total energy consumption in 2024 amounted to 14,228 MWh.

Energy consumed within the organization	2024
Total energy consumed within the organization	14.227,6
Total energy consumption from renewable sources	914,3
Total energy consumption from non-renewable sources	13.313,3
Purchased electricity	13.023,8
<i>of which from renewable sources</i>	914,3
<i>of which from non-renewable sources</i>	12.109,5
Fuel consumption from company vehicle fleet	83,1
<i>of which gasoline</i>	45,1
<i>of which diesel</i>	38,0
Natural gas consumption	1.120,6

GREENHOUSE GAS EMISSIONS

The Greenhouse Gas (GHG) Emissions Inventory has been defined considering the organizational boundaries of the Company and including only “Direct Emissions” and “Indirect Emissions from Imported Energy,” which correspond to **Scope 1** and **Scope 2** emissions. Specifically, the quantification of Scope 2 emissions in terms of tons of CO₂ equivalent was carried out using the “**Location Based**” methodology.

The table below shows the GHG emissions expressed in tons of CO₂ equivalent (tCO₂eq), as well as relative to the company’s 2024 revenue, to calculate the emission intensity index as required by the reporting standard.

GHG Emissions [tCO ₂ eq]	2024
Scope 1 and Scope 2 emissions	3.764,4
Total GHG emissions – Scope 1	248,0
Total GHG emissions – Scope 2 (location-based)	3.516,4

The total Scope 1 and Scope 2 emissions amount to over 3,764 tCO₂eq, with an emission intensity index of 32.3 tCO₂eq per billion euros.

Emissions intensity [tCO ₂ eq/Mln €]	2024
“GHG emissions intensity index”	32,2

WATER RESOURCE

The responsible management of water represents a central aspect of the company’s environmental commitment. To this end, as required by the VSME standard, the company discloses its **total water withdrawal** - that is, the amount of water drawn within the organization’s boundaries - indicating separately the volume of water withdrawn from sites located in **areas of high-water stress**. These areas refer to regions where the total percentage of water withdrawal is high (40-80%) or extremely high (over 80%).

Casappa S.p.A. does not have company sites in areas of high-water stress, as verified using the Aqueduct Water Risk Atlas tool, which provides precise mapping based on location. Therefore, the total water withdrawals for 2024, amounting to over 25,000 m³, refer to the registered office in Lemignano di Collecchio (PR).

Water withdrawal [m ³]	2024
Total water withdrawal	25.087,0
Of which in areas of high-water stress	-

ENVIRONMENTAL INITIATIVES WITH POSITIVE IMPACT

The company's environmental commitment is reflected in the adoption of responsible practices, the use of lower-impact materials, and the promotion of initiatives aimed at resource protection and emissions reduction.

In this context, Casappa has launched and consolidated a series of actions with positive environmental impacts. Currently, there is an ongoing trial of anti-corrosion bags made with 30% recycled plastic, with the goal of increasing this percentage and extending their use to all customers.

On the environmental offset front, the company established the "**Casappa Forest**," a corporate forest created in collaboration with Treedom, which involved planting 1,000 trees in Kenya, actively engaging employees and contributing to CO₂ emissions compensation.

Attention to reducing environmental impact is also evident in the introduction of low-impact cleaning products, such as Aquasol (composed of 99% water), and in the use of water-based paints, which reduce solvent use in internal processes. Additionally, new alternative products for cleaning processed parts are currently being tested. Emissions are monitored through registered chimneys subject to self-monitoring, both in the processing and painting departments.

Looking ahead, the 2025–2027 Business Plan also includes the construction of a **new Ecological Island** equipped with photovoltaic systems, facilities for recovering water from oily emulsions, and systems for reusing wash water.

LOGISTICS CENTER

Since November 2024, the **new logistics center** at the Lemignano (PR) site has been operational, designed to meet the most advanced sustainability standards. Specifically, the project included the installation of a **photovoltaic system** covering the employee parking area. Starting from 2025, the expected electricity production is estimated to reduce emissions by approximately **87,000 kg of CO₂** per year, which roughly corresponds to the carbon absorption of **3,500 trees**.

The system consists of photovoltaic modules and inverters, is directly connected to the electrical users, and has a total capacity of 168.96 kWp, enabling the production of renewable solar energy that partially covers the site's energy consumption.

Additional expected key benefits include:

- **Service flexibility** – greater flexibility and responsiveness for the company to meet market demands;
- **Quality** – concrete support in avoiding errors and improving reliability;
- **Process improvement** – elimination of external warehouses and optimization of internal transport;
- **Improved safety and ergonomics** – creating a safer and more productive environment;
- **New free floor capacity** – enabling future investments.

Efficient Management of Materials and Waste

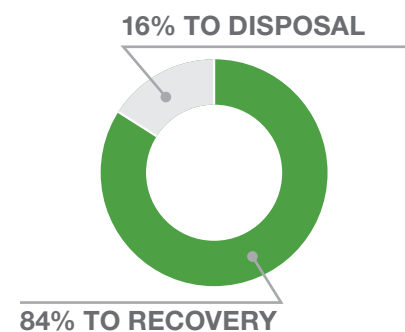
In line with the principles of the circular economy, Casappa adopts a resource reuse approach by utilizing recycled raw materials and internally recovering used oils. In 2024, over 12,400 tons of materials were used, mainly cast iron, steel, and aluminium. Waste management, totalling approximately 1,931 tons, prioritized recycling and reuse, with **more than 80% directed to recovery**. Among the most significant initiatives are the regeneration systems for oily emulsions and testing oils, which help reduce waste and limit the environmental impact of the production cycle.

MATERIALS

In accordance with the principles of the circular economy, Casappa adopts an approach focused on resource recovery, using recycled raw materials and the recovery of waste materials directly within the production process. Metal alloys and used oils are regenerated and reintroduced into the production cycle, thus contributing to the reduction of virgin resource use and the minimization of waste. At the same time, part of the waste is sold to third parties for external recycling or reuse processes.

Two strategic activities demonstrate the company's commitment to the circular management of key resources such as **oil emulsions** and **test oil**.

- **Oil emulsions:** in the Mechanical Processing department, the water-oil emulsion used in the processing cycles is collected, filtered and returned to the production circuit thanks to integrated recovery systems, including drains and pumps;
- **Test oil:** In the Assembly and Testing department, the oil used in the functional tests of the pumps undergoes ultrafiltration to allow its reuse



The company applies waste management in accordance with current legislation, prioritising the recovery of materials or energy. To support this commitment, internal awareness initiatives have been launched, including the distribution of a company “waste expert” to improve separate waste collection in the workplace.

With regard to the materials used in the company's production processes, in 2024 the mass flow of relevant materials used by Casappa amounted **to approximately 12,413 tons**, mainly consisting of raw materials. Among these, the most used materials were cast iron, steel and aluminium alloys, followed by plastics. The remaining incoming materials include bimetallic components, filters and electric valves.

Relevant materials used [ton]	2024
Mass flow of relevant materials used	12.413,2
Cast iron	4.787,1
Steel	3.616,4
Aluminium alloy	2.048,7
Plastic material	1.281,6
Other ¹	679,3

WASTE

During its production activities, the company also generates waste classified as hazardous, which is managed in full compliance with current legislation, through separate collection and tracking methods. Overall, in 2024 Casappa generated **approximately 1,931 tons of waste**, of which **over 80% was sent for recycling or reuse**. Most of the hazardous waste (711.6 tons) was recovered, with only a minimal amount (4.9 tons) sent for disposal.

Waste generated [ton]	2024
Total waste generated	1.931,3
Total non-hazardous waste	1.219,7
Non-hazardous waste for recycling/reuse	922,8
Non-hazardous waste for disposal	296,8
Total hazardous waste	711,6
Hazardous waste for recycling/reuse	706,8
Hazardous waste disposal	4,9

¹ The 'Other' category includes the following types of materials: shipping packaging, wooden shipping packaging, oils, paper packaging from d.b., paints, copper alloy, solvent/thinner, plastic packaging from d.b., painting (other products), greases, brass and more, bimetallic components, filters, electric valves, electronics, valves, metal fittings, small metal parts, resale valves, supports, accessories, joints, inserts and flanges, small plastic parts, regulators, nameplates.

The main types of waste include **emulsions and solutions for machinery**, approximately 653 tons representing 34% of the total waste generated, followed by metal shavings, paints, wooden packaging and mixed materials, in line with the nature of the company's production processes.

Waste generated [ton]	2024
Total waste generated	1.931,3
Emulsions and solutions for machinery, not containing halogens	652,6
Ferrous metal filings and shavings	244,5
Aqueous suspensions containing paints and varnishes	207,2
Wooden packaging	198,5
Waste not otherwise specified	168,0
Filing and shavings from non-ferrous metals	133,5
Paper and cardboard packaging	78,4
Packaging made from mixed ma	74,5
Iron and steel	74,3
Other ²	99,8

2 The 'Other' category includes the following types of waste: paper and cardboard packaging, mixed material packaging, iron and steel, plastic packaging, sludge from on-site effluent treatment, end-of-life equipment, spent activated carbon, other hydraulic oils, absorbents, filter materials, rags and protective clothing contaminated with hazardous substances, waste paints and varnishes containing organic solvents or other hazardous substances, packaging containing residues of hazardous substances or contaminated with such substances, metal packaging containing hazardous solid porous matrices, fluorescent tubes and other waste containing mercury.



People and community

The “Social” chapter describes Casappa’s commitment to promoting the well-being of people and the development of the communities in which it operates. At the heart of this is the enhancement of Casappa’s people, through fair working conditions, initiatives for the health, safety and well-being of employees, innovative training projects and social inclusion programs. Among these, the “Officina del Cambiamento”, the “10eLode” initiative, and the collaboration with social cooperatives stand out.

The chapter also explores the impact on the local area, describing projects that strengthen ties with the local community, such as involvement with schools, participation in public events, and the Casappa Women and Casappa Cares initiatives, which focus on social responsibility, gender equality, and corporate volunteering.



Casappa's people

WORKING CONDITIONS

In 2024, Casappa had a workforce of 555 employees, predominantly male, which is undoubtedly attributable to the economic sector in which it operates. Almost all contracts are permanent, confirming the job stability offered by the company. The turnover rate stands at 5.2%, reflecting good staff continuity.

Workforce - General characteristics of employees	
Gender	2024
Male	492
Female	63
Totale employees	555
Type of contract	2024
Fixed-term contract	1
Permanent contract	554
Total contract type	555
Employee turnover rate	2024
Number of employees who left the company during the reporting period	29
Average number of employees during the reference period	557
Turnover rate - %	5,2%

As of 2024, all Casappa S.p.A. employees are covered by a standard national collective labour agreement.

Workforce - Collective bargaining agreements	
Employees covered by CCNL	2024
Number of employees covered by collective bargaining agreements	555
Total number of employees	555
Employees covered by collective bargaining agreements - %	100%

EMPLOYEE SATISFACTION AND WELL-BEING

In order to enhance the value of every person within the Group, various training courses have been set up with the aim of promoting the development and growth of its employees.

Over the years, Casappa has provided a diverse range of training opportunities through investments that have involved staff across the board: **in 2024, a total of 21,531 hours of training were provided**, divided between safety courses and specific courses, amounting to 38.8 hours per employee.

Workforce - Training	
Average number of annual training hours	2024
Male	42,2
Female	12,6
Total average	38,8

As part of its corporate welfare program, Casappa offers its employees various measures to support their personal and family well-being, including:

- productivity-related bonuses;
- agreements with local businesses and services (e.g. special discounts);
- support for families, including contributions for summer camps and scholarships;
- flexible working hours and the option to work remotely.

With regard to remuneration, the following table shows the average gross hourly wage by gender, with an indication of the gender pay gap also by job category.

Workforce - Remuneration	
Gender pay gap³	2024
Average gross hourly wage of male employees	16,2
Average gross hourly wage of female employees	14,1
Gender pay gap between male/female⁴	12,8%
Gender pay gap - Type of employment status	2024
Gender pay gap - Office worker	8,3%
Gender pay gap - Manual worker	1,6%

3 It should be noted that the metric “percentage gap between female and male employees” complies with the principle of gender equality, which provides for equal pay for equal work. The pay gap is defined as the difference in average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees.

4 The gender pay gap at Casappa is caused by a combination of factors: sector, educational qualifications and type of positions sought.

OCCUPATIONAL HEALTH AND SAFETY

With regard to health and safety, Casappa operates a health and safety management system for its employees that guarantees the absence of any form of forced labour, human trafficking or discrimination of any kind.

In 2024, there were 12 work-related accidents, which, considering the total number of hours worked, represents an accident rate of 2.5.

Workforce - Health and safety	
Work-related accidents	2024
Numbers of work-related accidents in the reporting year	12,0
Total number of hours worked in a year by all employees	961.761,0
Rate of recordable work-related accidents⁵	2,5
Fatalities	2024
Number of fatalities resulting from work-related injuries	0
Number of fatalities resulting from work-related ill health	0
Total fatalities	0

In addition, the company applies internal measures and procedures that complement standard protocols, with the aim of ensuring maximum protection of the health and safety of its workers, including:

- the definition of operating procedures aimed at preventing interference between different stages of work;
- constant investment in training activities and staff awareness initiatives;
- continuous performance monitoring through periodic inspections and audits.

It should also be noted that in 2024, the company is not aware of any confirmed incidents involving workers along the value chain, local communities, consumers or end users.

INITIATIVES WITH A POSITIVE IMPACT ON EMPLOYEES

Casappa promotes an inclusive work environment focused on people's well-being, supporting initiatives that concretely respond to the Sustainable Development Goals (SDGs). The activities launched by the company aim to enhance internal resources, support families, promote social inclusion, and create positive impacts on the local area. Below are the main initiatives, grouped by theme and SDG:

⁵ The accident rate is calculated based on the requirements of the VSME reference standard as the ratio between the total number of accidents at work during the reference period and the total number of hours worked in a year by all employees, multiplied by 200,000.

- **Training and professional growth** – SDG 8.6: “**Officina del Cambiamento**” project: carried out in collaboration with Amploom, this involved employees in the “Assembly and Testing” area in a participatory process to improve organization, motivation and training efficiency. The project introduced concrete solutions, such as continuous training programs and co-design tools, and was selected for the ADI Design Index 2024 thanks to its innovative approach based on Design Thinking;
- **Workplace inclusion and equal opportunities** – SDG 8.5: Workplace inclusion projects with social cooperatives:
 - In collaboration with the La Bula Cooperative in Parma, three people with disabilities were hired to classify gears;
 - Together with the Saltatempo social cooperative, four workers were employed in the cleaning service of the Logistics Centre.

Both projects promote access to work for people in disadvantaged situations and demonstrate Casappa’s commitment to an inclusive and responsible corporate culture. To recognize internal commitment, the “D&I Award” was given to colleagues who contributed to the success of the initiatives;

- **Support for families and education** – SDGs 4.1 and 4.5: “**Family 10elode**” initiative: a project dedicated to supporting the education of employees’ children, which rewards the most deserving students. The aim is to encourage commitment to education and strengthen the link between the company, family and the cultural growth of young people;
- **Employee well-being and promotion of the local area** – SDG 11.7: “**Giocampus**” activity: Casappa has been participating for years in this educational project aimed at employees’ children, with summer and winter camps. The initiative, which is significant for the community of Parma, will be the subject of a social impact assessment carried out by the University of Parma on its 25th anniversary.



Impacts related to the territory

Casappa considers dialogue with the community and the local area to be a strategic lever for creating shared value.

INITIATIVES WITH A POSITIVE SOCIAL IMPACT ON THE LOCAL AREA

The company promotes initiatives that strengthen its connection with the local community, focusing on education, business culture, social inclusion, and sustainability. These projects are an integral part of the company's identity and reflect a responsible and participatory vision of its role in society.

- **Collaboration with local technical schools:** Casappa actively collaborates with local technical institutes to guide and inspire the next generation. Through lectures, company visits, and seminars, students gain hands-on experience with the production environment and advanced technologies. This initiative helps promote education and inclusion, creating opportunities for growth and learning. It also supports the company's employer branding strategies aimed at attracting young talent;
- **Development of active relationships with the local area:** Casappa promotes a business model integrated with the community, encouraging a continuous exchange of expectations, ideas, and best practices. The company is committed to maintaining its collaboration with local institutions to implement projects that generate tangible benefits for the community, based on the belief that the territory should be an active participant, not a passive observer, in the company's activities;
- **"CASAPPA WOMEN" project:** Launched in 2023 in partnership with the Toscanini Foundation of Parma, this project aims to promote gender equality and the role of women in the workforce. It includes concerts, round tables, and awards, with the goal of raising public awareness and creating new professional opportunities for women;
- **"CASAPPA CARES" project:** A corporate volunteering program that embodies the company's commitment to social and environmental responsibility. It includes activities that support community well-being and solidarity initiatives with organizations such as Civil Protection and the Oncology Center, reinforcing the company's positive impact within the local social fabric.

Looking ahead, Casappa will participate for the first time in the "Imprese Aperte 2025" event – a local initiative in which companies based in Parma open their doors to the public. The initiative aims to strengthen dialogue with the local community, promote business culture, and enhance the company's visibility and impact in the area.



INGURIAMO IL FUTURO
O FLO I SISTI CASAPPA



Ethics and corporate governance

This chapter illustrates Casappa's approach to responsible and transparent business management, which is central to ensuring stakeholder trust and compliance with ethical and sustainability principles. Corporate governance is based on company policies on anti-corruption and ethical behaviour, but particular attention is paid to sustainable supply chain management.

Anti-corruption and ethical conduct

Casappa pays attention to the ethical aspects of the business and considers legality and fairness to be essential conditions for the conduct of its business activities. For these reasons, it has adopted an Organizational Model that includes both a code of ethics and a whistleblowing procedure. During 2024, the company did not receive any convictions or fines incurred for violating anti-corruption and anti-bribery laws.

ORGANIZATIONAL MODEL

The company adopts the Organization, Management and Control Model pursuant to Legislative Decree 231/2001, which regulates the administrative liability of companies for specific offences committed in the interests of the company. The Model, updated in 2024 by the Board of Directors, aims to prevent offences through procedures, internal controls and ethical rules consistent with the company's Code of Ethics.

Casappa has set up an independent Supervisory Body, responsible for monitoring the effectiveness of the Model and ensuring its application. This system promotes transparency, legality and responsibility in all sensitive activities, involving managers, employees and third parties. The adoption of the Model represents a concrete commitment to preventing illegal behaviour, protecting corporate integrity and strengthening the Company's ethical governance. This activity is presented annually to the Board of Statutory Auditors.

CODE OF ETHICS

Casappa is committed to ensuring the utmost fairness and transparency in the management of its activities, adopting a Code of Ethics that represents the foundation of its corporate governance. In line with Legislative Decree 231/2001, which regulates the administrative liability of entities, the document establishes the values and principles that all employees, collaborators and partners must adhere to in order to ensure compliance with current regulations and protect the company's image and reputation.

The principles considered fundamental to the company include honesty, integrity, loyalty, transparency and respect for the dignity and rights of individuals, with particular attention to the enhancement of human resources and fairness in internal and external relations. The confidentiality of information is considered essential, as is the proper management of relations with customers, suppliers and institutions.

Casappa also promotes environmental protection policies, supporting responsible and sustainable economic development through the adoption of innovative technologies and compliance with environmental regulations. The Code of Ethics, distributed internally and made publicly available on the website, is a key tool for guiding the behaviour of all recipients, ensuring ethical and responsible business operations, which are essential for the success and sustainable growth of the Company.

WHISTLEBLOWING

In compliance with Legislative Decree 24/2023, Casappa has adopted an updated procedure for managing whistleblowing, aimed at protecting those who report illegal activities or irregularities in the workplace. This system, which complies with EU Directive 1937/2019, guarantees legal protection for those who report violations of national or European regulations that could damage the integrity of the company. The procedure applies to all those involved in the workplace, including employees, collaborators, consultants and administrators, extending protection to facilitators and persons connected to them.

The management of reports is entrusted to the Supervisory Body, appointed by the Board of Directors, which guarantees confidentiality and anonymity through the use of a **dedicated digital platform** (my.studioziveri.it), which protects the identity of the whistleblower, and the documentation submitted.

The system also allows for oral reporting and ensures feedback within 7 days of receipt. The Body assesses the reports and, where necessary, initiates investigations and corrective actions, always with due regard for the protection of the whistleblower. This model helps to promote a corporate culture based on ethics, transparency and legality, safeguarding the integrity of the company and the rights of those who work within it.

Sustainable supply chain management

This section describes Casappa's commitment to managing the value chain in a responsible and sustainable manner, through data protection, respect for human rights and inclusive work environments. It illustrates the processes for selecting and evaluating suppliers based on quality, sustainability and governance, as well as the value of ISO 9001 certification.

RELATIONSHIPS ALONG THE VALUE CHAIN

Casappa has a strict **privacy and data security policy**, in full compliance with EU Regulation 2016/679 (GDPR), which is publicly available on its website. The company guarantees transparency in the processing of personal data collected through its website, specifying the purposes, methods of management and security measures adopted to protect user privacy. The data collected, including browsing data and data provided voluntarily, is used exclusively for the purposes indicated and is not disclosed to third parties, except where required by law.

In addition, for the purposes of sustainability reporting in accordance with the VSME reference standard, it is specified that, during the reporting period, the company did not detect any cases of violations relating to child labour, forced labour, human trafficking or discrimination within its workforce and along its value chain. Activities were carried out in full compliance with current human rights regulations, ensuring **fair, safe and inclusive work environments**. In line with its commitment to responsible conduct throughout the entire supply chain, there were no confirmed incidents of human rights violations or unfair practices by suppliers, local communities, customers or other stakeholders.

CERTIFICATIONS

With regard to effective supply chain management, Casappa recognises the significant role played by suppliers in supporting its objectives of quality, social responsibility and environmental protection. In particular, in order to ensure high operating standards and promote continuous improvement, the company adopts a management system compliant with **ISO 9001 certification**, which attests to its effectiveness and quality, aimed at satisfying customer needs and optimising internal processes.

SUPPLY CHAIN ASSESSMENT POLICY

Casappa adopts a structured process for selecting and assessing suppliers, with the aim of ensuring relationships based on quality, reliability and consistency with its corporate values. To support this approach, a **supplier assessment questionnaire**, developed by the Global Purchasing Department, is used to systematically analyse various critical aspects of the supply chain.

The main areas considered include economic and financial soundness, production capacity, quality, logistics, certifications, innovation and sustainability. The form also includes elements relating to ethical governance, compliant behaviour and supply risk. The document also includes general data, references, SWOT analyses and technical sections, and is often supplemented by visits or introductory meetings between the company and the supplier. This tool allows Casappa to select solid and responsible partners who can contribute to the sustainable development of the supply chain.

SYNESGY QUESTIONNAIRE

Casappa actively pursues sustainability and is committed to reducing its ESG impact through concrete projects and initiatives, as presented in the previous chapters. For this reason, the company has embarked on a structured process of mapping and evaluating its supply chain with the aim of understanding its level of maturity in the ESG field.

The process is based on the **Synesgy questionnaire**, a practical tool that allows information on corporate sustainability to be collected and analysed through a structured ESG self-assessment, which includes a performance evaluation, a benchmark comparison and useful guidelines for defining an improvement plan⁶. Synesgy is currently a global alliance of companies actively engaged in the transition to sustainability, with data and information collected through an innovative digital platform. In addition, it should be noted that this tool, aimed at suppliers, allows for the activation of shared improvement actions along the value chain.

6 Further information about the Synesgy tool can be found on the following website: <https://www.synesgy.com/it/>.



CASAPPA



Methodological note

This document represents the voluntary Sustainability Report prepared in accordance with the standards proposed by EFRAG (*European Financial Reporting Advisory Group*) for small and medium-sized enterprises (VSME – *Voluntary Sustainability Reporting Standards for non-listed Small Medium Enterprises*). The VSME Standard provides two modules for the preparation of the report, and Casappa has decided to comply with the requirements of both the Basic Module and the Comprehensive Module.

The objective of this report is to provide transparent and comparable reporting on the organisation's environmental, social and governance (ESG) performance, responding to growing demands for transparency from stakeholders. The scope of reference for the preparation of this Sustainability Report concerns the company Casappa S.p.A. The information contained in this document refers to the period from 01.01.2024 to 31.12.2024.

The performance indicators selected are those provided for by the adopted reporting standards, representative of the specific areas of sustainability analysed and consistent with the company's activities and the impacts it produces. An analysis was carried out on the material issues identified for the company and the relevant sector, as described in the "Materiality Analysis" section.

This Sustainability Report has been reviewed and approved by the various company departments that contributed to its preparation.

For more information about the 2024 Sustainability Report, please contact us by sending an email to: paitag@casappa.com.

VSME indicators				
VSME Modules	Pillar	N. Indicators	Indicator title	Pages
Basic	Governance	B1	Basis for preparation	14
Basic	Governance	B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	25, 34-35
Basic	Ambiente	B3	Energy and GHG emissions	23-24
Basic	Ambiente	B5	Biodiversity	22
Basic	Ambiente	B6	Water	24
Basic	Ambiente	B7	Resource use, circular economy and waste management	26-28
Basic	Social	B8	Workforce - General characteristics	31
Basic	Social	B9	Workforce - Health and safety	33
Basic	Social	B10	Workforce - Remuneration, collective bargaining and training	31-32
Basic	Governance	B11	Convictions and fines for corruption and bribery	37
Completed	Governance	C1	Strategy: Business Model and Sustainability - Related Initiatives	9-11
Completed	Governance	C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	25, 34-35
Completed	Social	C5	Additional (general) workforce characteristics	14
Completed	Social	C6	Additional own workforce information - Human rights policies and processes	33
Completed	Social	C7	Severe negative human rights incidents	33
Completed	Governance	C9	Gender diversity ratio in the governance body	14



Via Balestrieri, 1 | 43044
Lemignano di Collecchio
Parma - (ITALY)