

A close-up photograph of a person's hand, wearing a silver ring on the ring finger, gently touching a tree trunk covered in vibrant green moss. The hand is wearing a grey and white patterned sweater. The background is a soft-focus forest scene with green foliage and bokeh light effects.

MARSILLI

SUSTAINABILITY REPORT
2025

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LETTER

FROM THE PRESIDENT

AND CEO

TO THE STAKEHOLDERS



Dear stakeholders,

Each Sustainability Report represents an opportunity to reflect on our progress and to reaffirm our responsibilities as a company. Beyond reporting the results achieved, it aims to explain how we understand and exercise our role within an economic, social and environmental landscape that is constantly evolving.

The year 2025 confronted us with challenges that required clarity, adaptability and a long-term vision. In a context where continuous change calls for constant evolution, Marsilli chose to further strengthen its commitment to a growth model based on resilience, responsibility and the creation of sustainable, long-term value.

For us, sustainability begins with accountability. It means taking concrete responsibility for the people who work with us, the partners with whom we build trusted relationships, the communities in which we operate and, above all, future generations, for whom every decision carries lasting implications. Sustainability is therefore not a separate dimension of our strategy; it is an integral lens through which we assess decisions, investments and objectives.

This approach is reflected in our ongoing efforts to reinforce an industrial culture capable of combining innovation with awareness. It means continuing to invest in the quality of our processes, in skills development, in safety, in open dialogue and in our ability to evolve while remaining firmly grounded in the values that define our identity. Consistency between our principles and our actions represents the foundation of our journey.

The report you are reading reflects this perspective. It presents not only data, initiatives and performance indicators, but a clear strategic direction shaped by daily commitment, attention to execution and a determined focus on continuous improvement. The actions described in the following pages form part of a broader vision, one in which business success is inseparable from the quality of the impact we generate.

I would like to express my sincere appreciation to all those who contribute, with professionalism and dedication, to turning this vision into reality. The ability to address complexity with responsibility, rigour and a constructive mindset is a shared strength across our organisation and continues to be one of our most valuable assets.

With this same spirit, we look ahead: with awareness, determination and the conviction that sustainability is not a statement to be made, but a path to be built day by day through tangible and measurable choices.

Thank you for your continued trust, commitment and contribution to this shared journey.

Kind regards,

*Gian Battista Parati,
Marsilli President and CEO*

A handwritten signature in dark ink, which appears to read "Gian Battista Parati".

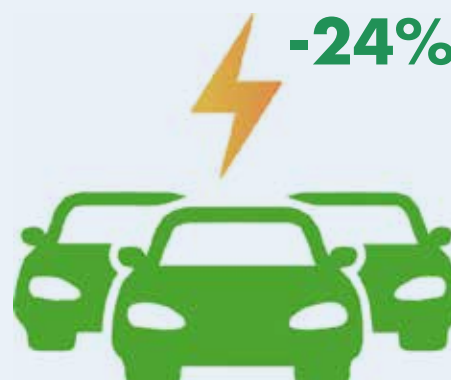
HIGHLIGHTS

MARSILLI GROUP 2025



Certified energy

from purchased electricity covered
by Guarantee of Origin



More fuel-efficient fleet

compared to 2024,
thanks to more hybrid and
electric vehicles



EcoVadis Gold

Marsilli ranks among
the companies assessed
by EcoVadis



Circular economy

growth in the number of
refurbished components
reintroduced onto the market

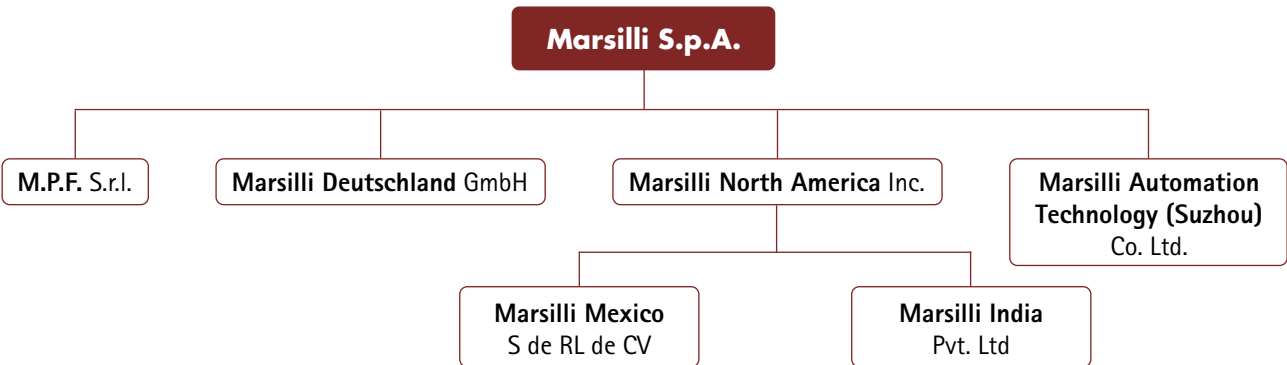
SCOPE OF CONSOLIDATION AND NORMATIVE REFERENCES

This document was prepared voluntarily and represents the commitment undertaken by the Marsilli Group on the 15 topics relating to sustainability of an economic, social, environmental and governance nature.

The document is drawn up in accordance with the Sustainability Reporting Standards published by 31/12/2025, using methods “*in accordance with GRI Standards*”, which allows an organization to provide a complete picture of its most significant impacts on the economy, the environment and people, including impacts on human rights, and how it is dealt with to accomplish its contribution to sustainable development.

The reporting perimeter of this report includes all the companies belonging to Marsilli Group:

- MARSILLI S.p.A. (Parent company)
- M.P.F. S.r.l.
- MARSILLI DEUTSCHLAND G.m.b.h.
- MARSILLI NORTH AMERICA Inc.
- MARSILLI MEXICO S de RL de CV
- MARSILLI INDIA Pvt. Ltd
- MARSILLI AUTOMATION TECHNOLOGY (Suzhou) Ltd



This non-financial reporting is drafted by the Parent Company and includes data regarding all companies included in the scope of consolidation.

The data reported therein refers to the period from January 1st 2025 to December 31st 2025. For comparison purposes, the data from the two previous years (2024 and 2023) is also included.

This document has been published and can be publicly seen on the Marsilli website at <https://marsilli.com/sustainability/>.



1

. **MARSILLI**

IDENTITY

Marsilli has stood out on the market for over 80 years for the **research and technological innovations** of its products and today is among the world leaders in the design, manufacture and installation of winding and assembly systems for coils and motors, for which precision, flexibility and customization are key.

Thanks to this expertise, Marsilli has achieved a solid global position as a **Winding Solution Provider for Industrial Automation** in various sectors such as Automotive, Appliances, Electromechanical Applications, RFID (Radio Frequency Identification), Consumer Electronics, Power tools, etc., also allowing it to achieve a consolidated reputation on the market as a reliable partner for large multinational companies, on a technological, technical and organizational level.

Technology, innovation and customer focus are therefore among the distinctive elements that define Marsilli's identity. However, these are not the only distinguishing features, as the results achieved are the outcome of a business approach based on the values of social inclusion, environmental stewardship and attention to the local community-values that Marsilli has always considered essential in creating a context capable of balancing business needs with those of its various stakeholders.

The promotion a positive working environment, aimed at achieving a work-life balance, for Marsilli is also a fundamental target, as is the creation of strong partnership ties with its suppliers and customers in order to encourage an approach whereby each participant accomplishes their objectives in a context of shared growth.

All of this is an integral part of Marsilli's identity, rooted in the belief that the values in which the company believes must accordingly resonate their effects in every area of its daily action.

1.1 Mission and Values

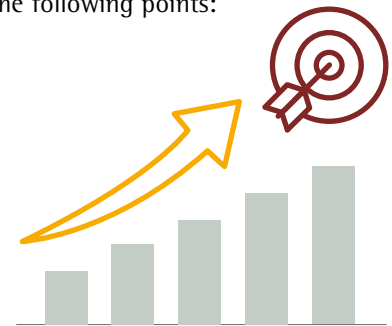
1.1.1 MISSION

Throughout its history Marsilli has always stood out for its **ability to innovate and innovate itself**, keeping up with the latest technologies and, in many cases, anticipating them.

Curiosity, passion and creativity are factors which characterize the company, and are reflected not only in the products, but also in the way Marsilli approaches issues and challenges daily. Thinking outside the box is not merely a slogan, but a shared way of working that allows us to identify solutions to the increasingly complex challenges posed by the market, the environment and the society in which we live.

Starting from these considerations, Marsilli summarizes its corporate “mission” in the following points:

- create products and provide services of high quality and technological content able to respond to the needs of an ongoing evolving market;
- promote an approach oriented towards continuous innovation;
- aim to enhance its reputation in the reference markets;
- encourage the creation of a context in which the results and value produced are equally shared among the stakeholders;
- guide growth so that it fits into a sustainable and long-term development plan.



The elements listed above constitute the Marsilli’s distinctive trait and, at the same time, the objectives that drive the company and inspire its choices. They are based on the belief that its success must lie in an ethical approach which always places the individual, with their needs and expectations, at the core. Only through the constant search for a balance between these needs and those of the environmental and market can the sustainable development to which everyone e aspires be achieved.

1.1.2 VALUES

Marsilli is a company made up of people, who believes in people and their collective commitment as the primary tool for achieving its objectives. Throughout its history, the Company has always seen the person as the fulcrum around which its values are built.

This is clear in terms of technological **innovation** and the quality of products and services delivered, which are distinctive features of Marsilli, as the Company believes that innovation and quality are the result of the shared commitment of people who, operating at various levels, generate new ideas and solutions to market needs, creating shared value. The same applies to relationships and interactions, where respect for values such as **loyalty** and **responsibility** create trust between the parties and encourage mutual respect and the creation of long-term bonds.

It is also reflected in an approach that places **respect for legality** in business management at the centre, as a value on which to build clear governance and a strong corporate culture, together generating a sense of belonging to a shared community among all stakeholders.

At the same time promoting competence and autonomy as values focused at fostering professional growth and creativity within framework of broad and shared collaboration.

These are our values, and they guide us in our work and in our daily choices.



1.2 The History of Marsilli

Marsilli was founded in 1938 by Angelo Marsilli, who set up the company in Turin to manufacture winders.

In 1957 the founder, due to lack of heirs and for health reasons, sold the company that in turn was sold again, passing from owner to owner having as reference the domestic market.

In 1974, the company moved to the current site in Castelleone with a staff of only 7 people.



In 1977 there were already 20 employees .

In 1980 the company was taken over by the Swiss company Sarcem, one of the European leaders in the winding machine field. Marsilli in the mid 80's had about thirty employees.

In 1985, with the purchase of the shares from the parent company Sarcem, the current ownership begins a period of intense development.

In 1988 Marsilli Deutschland was founded in order to be able to oversee the expanding German market more closely.

In 1991 Marsilli began its activity in the United States, initially through the participation in a third party company and later founding Marsilli North America in Baltimore. The headquarters, covering approximately 1.500 square meters, ensures the local services of distribution, partial production, service, sales, spare parts warehouse, seminars and training.

In 1994 Marsilli began to have its financial statements certified and was first in the world in its field to obtain the ISO 9001 certification, thus starting a process of accreditation to the most advanced organizational standards. The 1990s was a period of tumultuous growth for Marsilli: the turnover rose from 10 million euros in 1992 to 49 million in 2001.

The Group was definitively established and completed in December 1999, when Marsilli acquired its major Italian competitor. In 2001, there were 238 direct employees working in the Holding company and reached over 300 including the employees in the subsidiary companies and almost 500 including the workers of the contractors who collaborate with Marsilli.

The winding process is integrated with downstream and upstream processes of the same, going further and further in the direction of providing customers with fully automated systems.

In 2006 Marsilli India was established in Bengaluru, with a 350-square-meter space. It houses sales services, spare parts warehouse, and after-sales assistance.

Given the expansion of the Chinese market in 2012 the group expands with the opening of Marsilli Automation

Technology, with headquarters in Suzhou (1,800 square meters) and branches in Beijing and Guangzhou which look after all the customers in the area also ensuring a local retrofitting service, as well as sales, after-sales assistance, spare parts warehouse and training and seminars. 2010 represents the moment in which the Company entered the world of electric motor manufacturing systems. The requests for fully automated complex systems where winding is the heart of the process, become the rule rather than the exception. More and more skills are needed. The group's workforce doubles in just seven years: from 268 employees in 2011 to 530 in 2018.

Meanwhile, in 2016, the growing Mexican market prompted the company to also open a branch in Querétaro (750 square metres) to better serve local demands, area that until then was covered by Marsilli North America.

Marsilli reaches € 96.2 million in the financial year 2018 and opens 2019 with a budget of more than € 100 million. Driving this development are almost exclusively foreign markets: in the financial year 2018, Italy accounts for only 5% of the total turnover, while the remaining 95% is sold abroad in Germany, North America, China and many other countries around the world.

In Italy, the covered area increased from 16,000 square meters in 2011 to 31,000 square meters in 2018.

In 2019 the German branch expands, dividing the laboratory from the office space, reaching a total surface of 750 square meters. It provides the local market with sales services, after-sales service, seminars and training.

2020 is characterized by the pandemic and Marsilli remains in lockdown for two whole months, from mid-March to mid-May.

However, this did not stop the growth of Marsilli, which despite the drop in turnover of about 20% continues with its policy of innovation and growth.

2021, in fact, sees the turnover go back to pre-Covid levels, and in 2022, it was projected to show a significant growth of around 20%. The Mexican branch expands doubling its surface area, going from 750 to 1,500 square meters, to ensure the possibility of local acceptance tests, avoiding the need for customers to travel to Italy.

In 2022 the covered area of the Parent Company and Italian offices is further expanded to 40,000 square meters to ensure the necessary space for new lines to be built, which are also becoming larger in relation to the increasingly complex products demanded by customers.

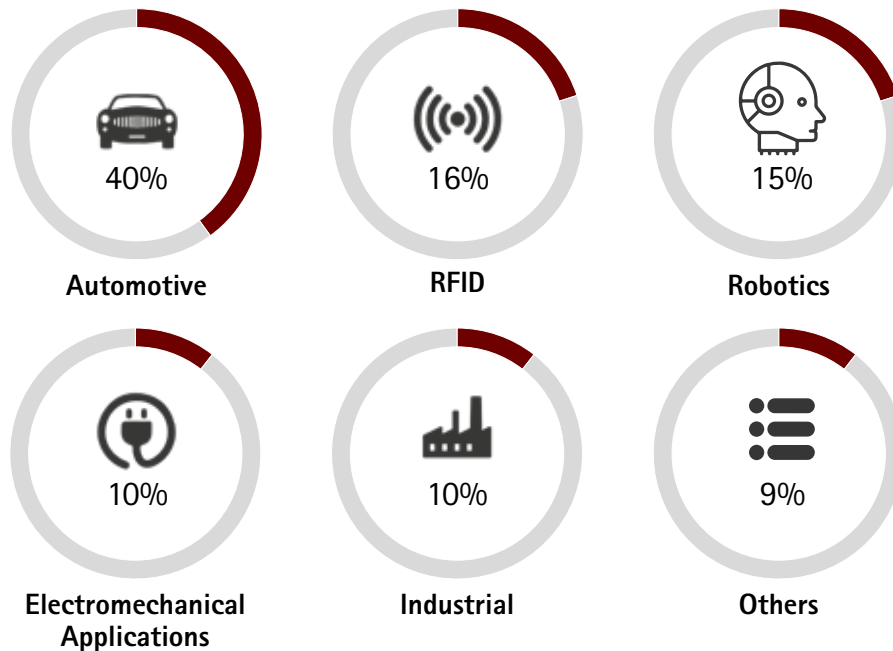
In 2023, a geopolitical situation conditioned by wars in Ukraine and Palestine and uncertainties over the energy transition curb the demand for capital goods and produce a reduction in the value produced.

In 2024, the downward trend in demand continues. Marsilli is awarded the Ecovadis Platinum Medal and formally joins the Carbon Disclosure Project (CDP).

The year 2025 is marked by a further contraction of the market, with particular reference to the automotive sector. The process for the certification of the Social Management System in accordance with PAS 24000 is initiated.

1.3 Marsilli's activities and the reference market

Marsilli's activity is aimed at producers of wound components (coils and motors) who require precision, speed, reliability, traceability and process control during the production cycle in particular at producers who do not simply need a standard product, but rather a personalized and unique solution. In fact, Marsilli produces 80% of machinery on order, for the preparation, winding, finishing and assembly processes. Specifically, the reference markets can be divided as follows:



The Group's main reference market is the automotive sector, which continues to account for the largest share of the Group's revenue, followed by the RFID and Robotics sectors. In recent years, these latter segments have assumed an increasingly significant role within the overall portfolio. The picture is completed by Electromechanical Applications, the Industrial market, and other application sectors, confirming Marsilli's capability and commitment to operating across diverse and continuously evolving markets. This composition reflects the Group's growing business diversification, with a consolidated presence in traditional sectors alongside a progressive strengthening in highly technological and innovative segments. Marsilli is a strongly export-oriented company as over 90% of its turnover is exported. The most important geographical markets are Germany, North America (USA, Canada, Mexico), China and France - our facilities cover the entire global market, both in terms of activities linked to sales and After-sales technical assistance, an essential factor in customer service.



1.4 Generated and distributed economic value

The calculation of the economic value generated and distributed represents an important evaluation factor for the Marsilli Group, through which it can represent, in monetary terms, the wealth produced and distributed among the main categories of its Stakeholders.

This indicator offers an alternative perspective on the values normally expressed in the annual and/or consolidated financial statements, as it broadens the focus on all stakeholders, such as staff, shareholders, financiers, the community and public administration, compared to the traditional approach aimed only at the company's shareholders.

In 2025, the Group generated economic value of € 82.1 million and distributed € 75.6 million.

STATEMENT OF DETERMINATION OF THE ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED BY MARSILLI GROUP

(thousands of Euros))	2025	2024
Economic value generated by the Group*	82.148	89.811
Valore economico distribuito dal Gruppo	75.557	82.860
of which		
for Operational costs	33.339	34.499
to Marsilli personnel and collaborators**	40.661	44.294
to Shareholders and financiers	1.226	3.530
to Public Administration	253	460
to the Community (donations)	78	77
Economic value detained by the Group	6.591	6.951

* The economic value generated by the Group consists of total revenues and other income, financial income and exchange rate differences.

** The item economic value distributed to "Marsilli personnel and collaborators" includes the costs of employees, temporary collaborators, and external contractors.

The share of economic value distributed by the Group in 2025 related to operating costs amounts to €33,339 thousand and mainly includes costs incurred for the purchase of raw materials, components, external processing, costs for services, transport, costs for the use of third-party assets and other management costs. Much of the economic value distributed by Marsilli in 2025 related to the operating costs item was used to remunerate and support the supply chain business system. The Parent Company, Marsilli S.p.A., in fact represents an interlocutor for many companies in the supply chain with which to develop long-lasting collaborations and partnerships and has contributed to the growth of companies in its value chain, creating a supply chain, which ensures further employment and development.

The share of economic value distributed to Marsilli Personnel and collaborators amounts to €40,661 thousand and represents 53,8% of the overall distributed economic value. This portion includes costs incurred for wages and salaries, bonuses, social security contributions, provisions for pension plans and other employee personnel costs. It also includes the cost of temporary collaborators and contractors, directly or indirectly involved in the production process.

The item related to Shareholders and Shareholders includes all payments made to the providers of the organization's capital, which in 2025 amounted to €1,226 thousand, of which €1,195 thousand related to financial charges recognized in relation to existing financing (excluding fees for the issue of bank guarantees securing advances received from customers, classified under operating costs), and €31 thousand related to dividends paid in 2025 (including any dividends paid to minority interests of subsidiaries), attributable to the portion of the profit for the previous financial

year allocated to dividends (therefore excluding, where applicable, dividends paid during the year but related to the distribution of reserves).

In the reference period, a portion of the economic value was distributed to the Public Administration. This portion is equal to €253 thousand equivalent to the current taxes applicable on the income for the financial year 2025 and the withholding tax paid on the dividends received by the parent company during the year.

The economic value retained by the Group is therefore equal to €6,591 thousand, referring to the result for the year (after deducting the dividends paid in the year), to which depreciation, amortization, provisions and write-downs and deferred taxes should be added.

Finally, it is worth highlighting that during the financial year 2025 the Group also invested €456 thousand in “Tangible fixed assets” and €1,598 thousand in “Intangible fixed assets”, the latter amount largely relating to research and development projects, for a total of €2,054 thousand.



2.

CORPORATE GOVERNANCE

At Marsilli, the stability and solidity of the family control structure, combined with modern governance, effectively supports an industrial approach oriented towards responsible and sustainable economic growth, with medium and long-term objectives. This approach allows the Group to never be in a position to make short-term objectives prevail at the expense of defining and pursuing medium- and long-term development strategies.

2.1 Governance structure of the Group

The Corporate Governance model adopted by the Parent Company is traditional and requires a management body, the Board of Directors, and a supervisory body, the Board of Statutory Auditors. The legal audit of the accounts, as well as the accounting control, are assigned to the Auditing Company appointed by the Shareholders' Meeting. Since 2013, the Company has established a Supervisory Body in compliance with the provisions of Legislative Decree 231/2001.

Marsilli is not subject to any management and coordination activity by companies or other bodies pursuant to the Civil Code, as the choices that determine the strategic and policy aspects are reserved for collegial examination and exclusive approval by Marsilli S.p.A Board of Directors.

The Shareholders' Meeting is where the corporate will is formed and expressed and subsequently implemented by the Board of Directors. It is made up of Marsilli S.p.A. Shareholders who periodically meet to deliberate how to accomplish the topics defined by the provisions of law and the company's Articles of Association. The most important tasks of the Shareholders' Meeting include: the choice of the members of the Board of Directors and Board of Statutory Auditors, the appointment of the Auditing Firm, as well as the approval of the Financial Statements.

The Board of Directors of Marsilli S.p.A. is the central body of Marsilli's Corporate Governance system, which is responsible for managing the company, save for what is related to the functions performed by the Shareholders' Meeting. The Board of Directors is currently made up of six members, two of which are independent, appointed by the Shareholders' Meeting of 17th April 2025, to remain in office until the approval of the financial statements of 31 December 2027.

The Board of Directors is responsible for strategic guidelines, verifying the adequacy of the organizational structure, as well as the adequacy of the controls needed to monitor the performance of the company and the Group. It is also responsible for assessing the level of risk compatible with Marsilli's strategic objectives, also from a perspective of medium-long term sustainability. Furthermore, the Board of Directors analyzes and approves the annual budgets and carries out the consequent monitoring; analyzes and approves strategic, industrial and financial plans, paying particular attention to significant changes in business prospects, as well as risk situations to which the Group is exposed.

Finally, on a quarterly basis, the Board of Directors examines the performance of the management, the reporting of the delegated powers, as well as the adequacy of the Internal Control and Risk Management System, the Governance and Compliance system and the significant operations for Marsilli.

The Board of Directors is composed as follows:

Position	Name and Surname	Gender	Date of Birth	Executive / Non-executive
President and CEO Delegated	Parati Gian Battista	Male	30/05/1952	Executive
Vice President	Parati Davide	Male	26/02/1983	Executive
Member of the Board	Parati Marco	Male	26/09/1987	Executive
Member of the Board	Perego Corrado	Male	23/10/1967	Executive
Member of the Board	Gambaro Mauro	Male	07/06/1944	Non-executive
Member of the Board	Bianchessi Giovanni Eraldo	Male	22/10/1952	Non-executive

Since 2014, the Board of Directors also approved a Procedure for Transactions with Related Parties, the purpose of which is to ensure the transparency and substantial and procedural correctness of said transactions in order to protect the best interests of the company. Although the company is not listed, in order to follow the best practice available, the procedure was drafted also taking into consideration the relevant indications provided by CONSOB for listed companies.

Subsequently, other important internal regulatory references were introduced with which the Group companies shall comply.

Eight meetings of the Board of Directors were held during 2025.

In addition, there is the Board of Auditors, which is the independent body responsible for supervising compliance with the law and the Articles of Association, compliance with the principles of correct administration and, within its competence, the adequacy of the organizational, administrative and accounting structure adopted by the company.

All members of the Board of Statutory Auditors possess the eligibility, integrity and professionalism requirements demanded by law. Furthermore, the effective Auditors are chosen among people who are qualified as independent. In 2025, participation by all auditors in Board of Directors meetings was 100%.

As part of the controls, the Shareholders' Meeting also appoints the **Auditing Company**, an external body whose assignment is to legally audit the accounts for a three-year period. This role is currently held by the auditing firm KPMG S.p.A.

Lastly, as part of the internal control system the Board of Directors has appointed a **Supervisory Body (SB)**, endowed with autonomous powers of initiative and control and responsible for supervising the functioning and observance of the Marsilli Organisational, Management and Control Model referred to Legislative Decree 231/2001, as well as to ensure its updating. The SB is currently made up of three members, two of which are external and one internal. It meets at least five times a year and is always involved in verifying the adequacy of internal Codes and Policies.

GOVERNANCE MODEL FOR SUBSIDIARY COMPANIES

With regard to the subsidiary companies, Marsilli applies internal rules, in compliance with the applicable regulations in each country, to define an appropriate corporate structure for the subsidiaries, based on their size and complexity, so that all companies follow the guidelines adopted by the Parent Company.

In particular, the board of directors of all significant subsidiaries have a majority of members representing Marsilli S.p.A.

With regard to the guidelines, as already stated in the previous paragraph, Marsilli develops its own Codes and Policies on topics considered relevant and requires their full implementation by its subsidiaries.

2.2 Ethics and integrity

Marsilli believes that development that satisfies the principles of economic, social and environmental sustainability must necessarily be based on an ethical approach to business activities.

Respect for **legality, innovation, autonomy, expertise, quality, loyalty** and social and environmental responsibility are the values in which the company believes and from which a strong and recognized cultural identity has emerged. This identity - the result of a well-established entrepreneurial style - has been shaped and strengthened over more than 80 years of business, experiences and relationships, becoming the foundation upon which our business culture was built.

Building on these foundations, in 2013 Marsilli defined its own Code of Ethics, which in 2020 was extended by the Company to include its subsidiaries, becoming the **Group Code of Ethics**.

This Code establishes a series of principles that the Company has placed at the core of its daily actions.

These principles, by embracing the concept of sustainability in the broadest sense, are translated into rights, responsibilities, rules of conduct and prescriptions that all stakeholders (employees, suppliers, customers, communities and local authorities, etc.) are required to be aware of and comply with from the moment they engage the Company.

The purpose of the Group Code of Ethics is therefore to reiterate that in no way can the belief in acting in compliance with rules and regulations - even when to Marsilli's advantage - justify behaviors that contrast with the principles and values embraced by the company.

In order to give substance to the principles established in their Code of Ethics, the Italian companies of the Group have adopted an Organization, Management and Control Model (also drawn up in compliance with Italian law - Legislative Decree 231/2001) with the aim of providing guidance for all stakeholders, preventing the commission of offenses, avoiding any illicit conduct and discouraging any behaviour contrary to the principles established in the Code itself and which Marsilli itself undertakes to uphold.

Supervision of compliance with the principles established by this Policy is entrusted, for Italian companies, to the Supervisory Bodies of the individual companies, where present; while for non-Italian ones, or those without a Supervisory Body, this function is carried out by their highest administrative body or by other specifically appointed control body.

For Italian companies, reports of any violations of the Code will be addressed to the Supervisory Body of the individual companies, where present, while for non-Italian companies, or those without a Supervisory Body, the reports will be addressed to the Supervisory Body of Marsilli S.p.A.

In line with the approach that led Marsilli to the approval of its own Code of Ethics, other documents were subsequently developed which are listed here under:

- Procedure for relations with related parties;
- Procedure for Personnel Recruitment and Selection;
- Supplier Code of Conduct;
- Ecc.

These documents are intended to address the topics covered by the Code of Ethics to further develop them and provide guiding principles and operational indications for all the organizational functions involved, including the promotion of appropriate KPI development for the various subject areas.

With regard to the management of conflicts of interest, this issue is addressed in Section 5.3 of the Code of Ethics and in Section 5.2 of the Anti-Corruption Policy as well as being specifically regulated in the Policy for management with Related Parties.

2.3 Certifications

Certifications are an important endorsement for companies that wish to benefit from use of the tools needed to prove their management systems under various aspects, helping the organization to define its goals, measure its performance, monitor and review risk assessment on a daily basis.

Currently, the Parent Company Marsilli S.p.A is certified according to the voluntary standards ISO 9001, ISO 14001,

ISO 45001 and ISO/IEC 27001. The data and information security system also obtained TISAX (Trusted Information Security Assessment Exchange) recognition in 2025.

Furthermore, at the end of 2025, the process for certifying the Social Management System in accordance with the PAS 24000:2022 standard was initiated.



ISO 14001

Environment Management System

Certified since 2010



ISO 9001

Quality Management System

Certified since 1994



ISO 45001

Safety Management Systems

Certified since 2013
(before OHSAS 18001)



ISO/IEC 27001

Safety of Information data

Certified since 2015

On a different level than the certifications indicated above, but still noteworthy as it is based on a third-party evaluation process, Marsilli obtained the Gold Medal Ecovadis in 2025 with a rating that places it in the top 5% of all companies assessed by the rating agency and in the top 1% of companies in its sector. This outcome is the result of the attention that Marsilli has dedicated to ESG issues with an approach based on transparency criteria and practices shared at an international level.

Following this approach, Marsilli continued its membership in the United Nations Global Compact and participated as a disclosure in the CDP – Carbon Disclosure Project.

2.4 Internal control and risk management system

Marsilli believes that the identification, evaluation, management and monitoring of risks are fundamental operations for running the business. For this reason, Marsilli aims to map all the possible risks that threaten its value chain, and which could have, if they occur, a negative impact on production activity and business continuity.

By applying the principles underlying the management systems for which it has obtained certifications, the company is committed not only to compliance with the mandatory legislation, but also to the definition of specific improvement objectives and the implementation of the related actions.

Marsilli acknowledges the growing importance of ESG risks and the essential need of incorporating assessments related to them into internal control systems. To this end, the company has set the objective of integrating assessments relating to sustainability issues into the traditional management system.

The analysis of the so-called material topics - i.e. those relevant to the Group - has enabled the definition of an initial macro assessment of risks / opportunities, also defined as positive and negative impacts on stakeholders. In this regard, please refer to the Section “Material issues, related impacts and SDGs”.

Furthermore, in relation to some risks, Marsilli has adopted a supervisory system based on compliance with the principles established by the various policies adopted or in the process of adoption. In fact, for the Italian companies of the Group, supervision is delegated to the Supervisory Bodies of the individual companies, where present, while for non-Italian companies, or those without a Supervisory Body, this function is carried out by their highest administrative body or by another specifically appointed control body.



3.

MARSILLI'S

PATH TO SUSTAINABILITY

Marsilli recognizes that a business activity is sustainable when it is capable of guaranteeing a long-term competitive position by combining adequate economic results with the achievement of similar governance, environmental and social targets. These targets, aligned with internationally recognized principles, are obtained through a shared model between the parties in which clarity and operational transparency on the one hand and coherent objectives and practices on the other, characterize the common environment in which to operate on a daily basis.

The **2030 Agenda**, published in 2015 by the United Nations, and signed by the governments of 193 UN member countries, is an internationally recognized document that provides essential guidelines for the pursuit of sustainable development objectives. This document includes the so-called “*Sustainable Development Goals*” (SDGs), which Marsilli considers key reference points for the implementation of its ESG strategies and initiatives. Marsilli strongly believes that sustainable corporate and collective development is based on the harmonization of three core dimensions: long-term economic growth that creates shared value, social inclusion and environmental protection. In particular, the Group is inspired by and undertakes to support 12 SDGs envisaged by the 2030 Agenda, as they are directly connected to issues deemed relevant in its operational sphere, thus providing a concrete contribution in the pursuit of the objectives set in the 2030 Agenda.

3.1 Path and strategic lines of sustainability

Marsilli has long started a path of convergence towards ESG themes, as they have always been present in the corporate culture that has guided the company in its growth. With this premise, therefore, Marsilli takes this opportunity both as a challenge and a source of motivation, with the aim of continuing to promote a management style that integrates crosscutting assessments (economic, environmental, social and governance) both within its long-term strategy and in the daily choices that characterize its operations.

In 2021, the Company embarked on a journey of gradual alignment with the sustainability objectives established in the 2030 Agenda, through the concrete and practical application of the reporting principles established by the Global Reporting Initiative (GRI).

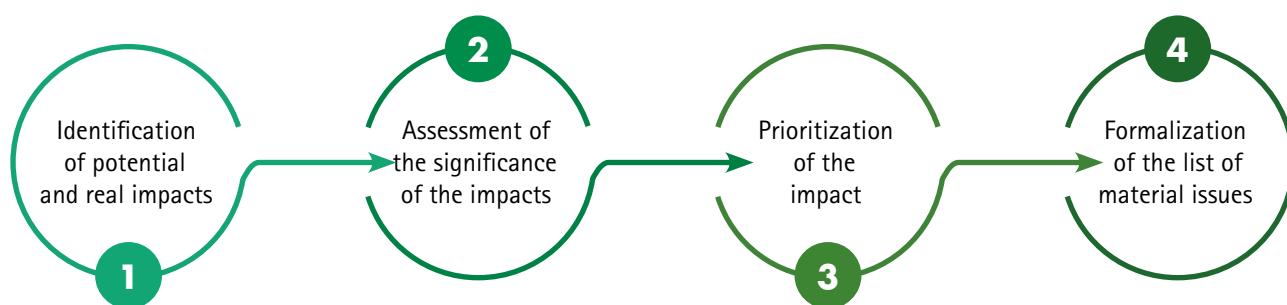
This path has allowed the Group to begin structuring a management model compliant with said principles and therefore, on the one hand, useful for achieving the sustainability objectives set by the 2030 Agenda and, on the other hand, based on an internationally recognized language which allows for the sharing of data with the various stakeholders with whom Marsilli engages.

3.2 Material issues, related impacts and SDGs

The materiality analysis identified the impacts associated with the activities carried out by the Group. The term “impact” refers to the effect that an organization has or could have on the economy, environment and people as a result of its business activities.

The analysis took into consideration real or potential, negative or positive, short or long term, predictable or unpredictable, reversible or irreversible impacts. Positive or negative impacts refer to the effects that the Marsilli Group causes or could cause, directly or indirectly, with its activities, according to an approach based on ESG sustainability principles, as well as to the effects, positive or negative, directly attributable to its products or services according to the same approach.

Analysis of the material topics is divided into four stages:

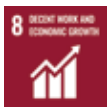


Regarding the first stage, in addition to an internal analysis on the characteristics of the sector to which they belong, the potentially material topics were subjected to a process of identification of specific associated impacts - positive and negative - which they generate (or could generate) both on the company and on the external environment. These impacts reflect the very materiality of the identified topics, as they materialize and consolidate the existing link between the ESG topics identified as “relevant” and the Marsilli Group, as well as the environment in which it operates.

The impacts related to each material topic were subsequently assessed by the members of the Group’s management. In this first Impact Materiality Analysis exercise for the Group, the opinion of top management provided an internal view of the business, but also took into account the viewpoints of its main stakeholders - internal and external - in assessing the impacts. The evaluation resulted in an ordered list of material topics for Marsilli, which sees the prioritization of the aspects considered relevant and therefore included in this Document.

The definition of prioritization resulted in an ordered list of **15 material topics**, illustrated in the table below. Three topics emerged as the most significant for the Group: “*Customer relations and Customer Satisfaction*”, “*Product/Service innovation, safety and quality*” and “*Employee development, training and education*”. As further detailed in the report, Marsilli’s business places particular attention to customer care, technological development (innovation) and people development. Alongside these topics, Marsilli’s materiality analysis also enhances governance-related issues such as “*Economic performance and creation of shared value*” and “*Transparency, ethics and business integrity*”, both of which are currently extremely relevant in the ESG context, in addition to “*Cyber Security & data protection*”, as a fundamental topic to protect corporate know-how and the privacy of workers and business counterparts.

	Material Topic	Description	SDGs
1	Customer relations and Customer Satisfaction	Ensure customer satisfaction at every stage of the commercial relationship to maintain a high level of reputation recognized by the Company.	  
2	Product/Service innovation, safety and quality	Promote continuous technological innovation of products to respond to market demands in terms of better performance, safety, quality and convenience.	  
3	Employee development, training and education	Promote professional development plans for employees in order to retain current resources and keep the attractiveness of new resources in the labor market high.	  
4	Economic performance and creation of shared value	Set and monitor economic objectives functional to the creation of long-term shared value and consistent with the principles of environmental, social and governance sustainability established at an international level.	 
5	Transparency, Ethics and business integrity	Adopt an internal management system based on guiding principles that ensure an approach based on respect for legality, transparency and fairness in relationships with stakeholders.	 
6	Cyber Security and Data Protection	Ensure the protection of corporate know-how and the safeguarding of data received from various stakeholders.	
7	Employee Health and Safety	Ensure health and safety in the workplace as well as a welcoming environment that promotes people's well-being.	  
8	Diversity and Inclusion	Achieve equal experience and compensation opportunities for employees, create and sustain a culture of inclusion across the entire value chain (employees, suppliers, customers) and respect diversity (in terms of origin, ethnicity, gender, age, religion, etc.)	  
9	Social and Environmental management of the Supply chain	Encourage suppliers to adopt principles and good practices based on environmental, social and governance sustainability criteria.	  
10	Responsible management of materials, waste and water resources	Adopt an approach that minimizes waste production and improves the efficiency of the water resources and material management.	  
11	Energy Efficiency	Reduce direct and indirect energy consumption through the implementation of initiatives aimed at promoting energy efficiency.	  

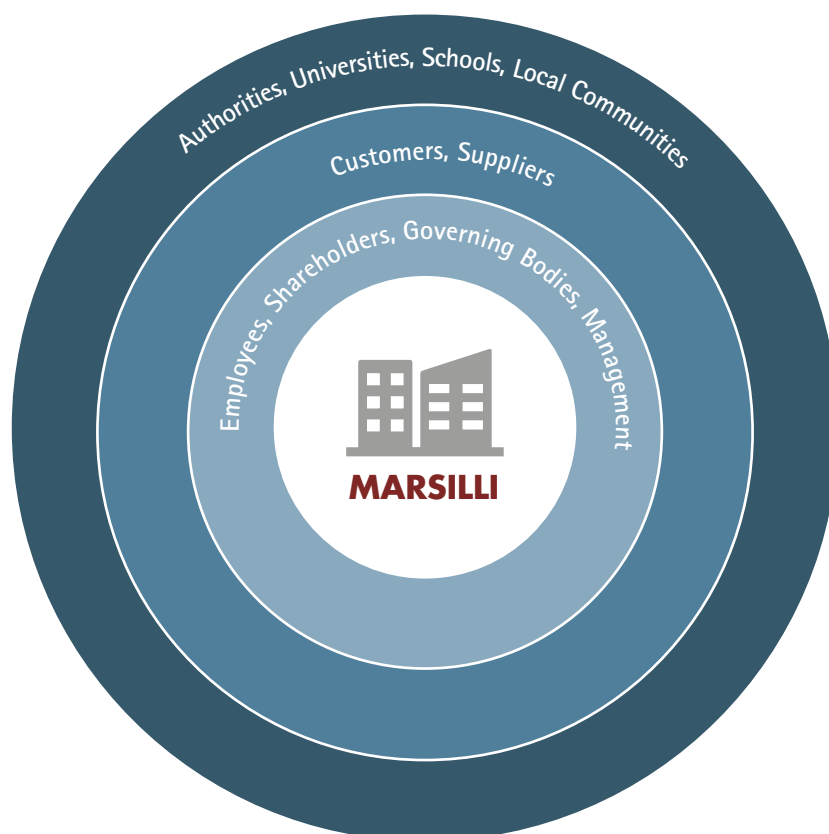
12	Environmental impact	Implement concrete actions for the continuous improvement of the environmental profile, adopting increasingly structured and effective management systems.			
13	Environmental impact of products and services	Promote the reduction of the environmental impact of products and services delivered through a technology-drive approach within a framework of continuous improvement.			
14	Responsible sourcing of raw materials	Implement raw material supply systems that consider respect for human rights, support of local economies, protection of the environment, people's health and the protection of limited resources.			
15	Development and initiatives for the local community	Promote the growth of local communities as well as dialogue aimed at satisfying mutual interests.			



4. OUR

STAKEHOLDER

The materiality analysis that led to the identification of the most relevant topics was conducted with the involvement of some categories of both internal and external stakeholders. Specifically, in addition to the members of the management bodies, both the management and some key customers were involved in the assessment. Management was involved through targeted meetings in which ESG topics were presented, and participants' opinions and evaluations regarding the various issues were collected. As for key clients, engagement was carried out through both direct discussions and meetings facilitated by independent third parties, primarily aimed at assessing our risk management system and its related impacts. This resulted in an evaluation of its adequacy and, where necessary, the introduction of improvement actions aimed at achieving the expected objectives. This latter process allowed Marsilli to take these assessments into consideration when determining the materiality matrix.



5.

CYBER SECURITY



AND DATA PROTECTION

The topic of cyber security is particularly relevant, and new European directives increasingly require companies to be proactive and protect themselves. Marsilli is aware that company processes entail the processing of relevant data and information. An important part of it is the company know-how and the personal data (also called “privacy data”) of the stakeholders. Therefore, protecting the security of said data and information is a cornerstone of company strategies.

The Parent Company processes almost all the information and privacy data of its stakeholders. For this reason, throughout 2025, it carried out the relevant annual monitoring and assessment of the risks related to the treatment. The result showed the absence of high risks and the guarantee of the integrity, confidentiality and availability of the data processed. Furthermore, there were no cases of violation of privacy recorded.

Given the importance of privacy data security, in the very first months of 2025, the Personal Data Privacy Policy was also issued for the entire Group.

In addition to the data and privacy information processed, considerable importance is also attached to data and information relating to the company’s know-how.

As a result, Marsilli has committed to introducing a series of measures aimed at guaranteeing the security of physical, logical and organizational tools used for processing information across all activities and processes. In particular:

- Marsilli has an ICT service staffed by specialized internal personnel fully dedicated to these activities;
- it has adopted a policy that provides for the redundancy / high reliability (HA) of its systems, aimed at ensuring the continuity of the availability of ICT services to all users;
- it has implemented specialized MDR Cyber Security services;
- it uses an encryption system for some categories of sensitive and/or critical data;
- it has adopted a certified system of internal procedures compliant with the ISO/IEC 27001 standard through which it governs the management of information across all organizational areas of the Group.

6. PEOPLE



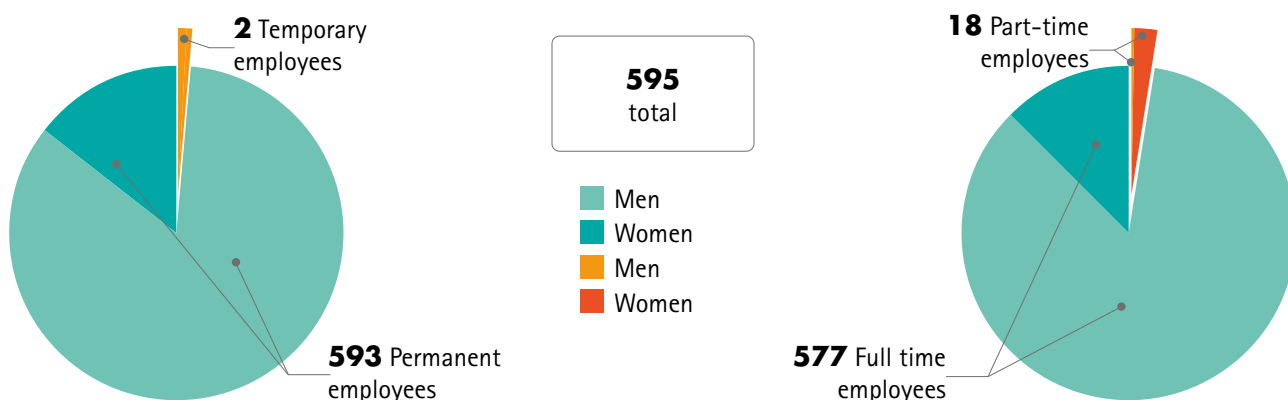
Marsilli firmly believes that the success of a company depends both on the people who participate in it, and on the extent and quality of their involvement and participation. **Active involvement, a proactive attitude, and collaboration towards a shared goal** are principles that should be promoted and fostered across all organizational areas. In our view, this represents a positive approach for any type of company, and even more so for companies like Marsilli, where individual work, intellectual involvement and autonomy of individuals are the elements on which the organization of companies is built. Marsilli recognizes that its success is anchored in innovation, creativity and technological development, all of which are closely linked to the autonomous and proactive contribution of its people. Consequently, Marsilli considers its people to be its primary strategic asset, with whom it continuously engages and on whom it builds its ambitions for growth and market leadership.

Throughout its long history, Marsilli has developed a business culture that values the role of human resources in all its processes. This approach has led to the establishment of a management style that aims at a constant balance between business needs, quality of life in the workplace and the employees' family and personal life needs, while allowing room for flexibility so that individual work contribution can be aligned with personal expectations and aspirations. This approach, together with the participatory spirit that Marsilli constantly promotes, are the levers on which its entrepreneurial spirit operates.

In the path that the Company has undertaken towards business sustainability, people are placed at the center and most of the issues considered material from an ESG point of view gravitate around them.

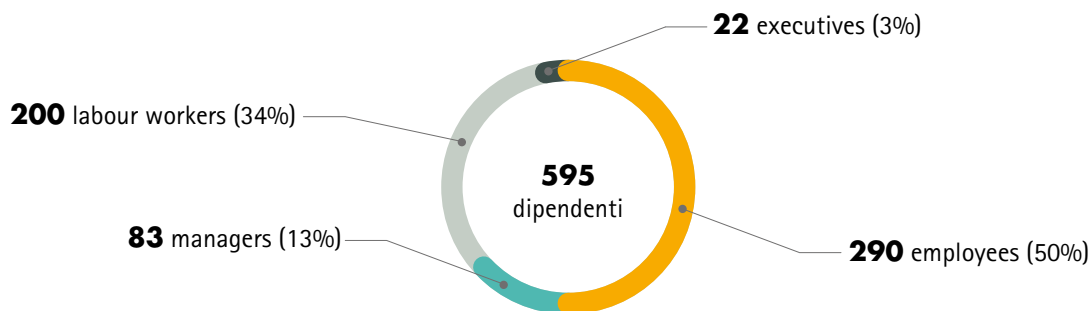
As of 31 December 2025, the Marsilli Group employed 595 people. The majority of employees are male (85%), employed on a full-time basis (97%) and under permanent contracts (100%).

EMPLOYEES BY TYPE OF CONTRACT

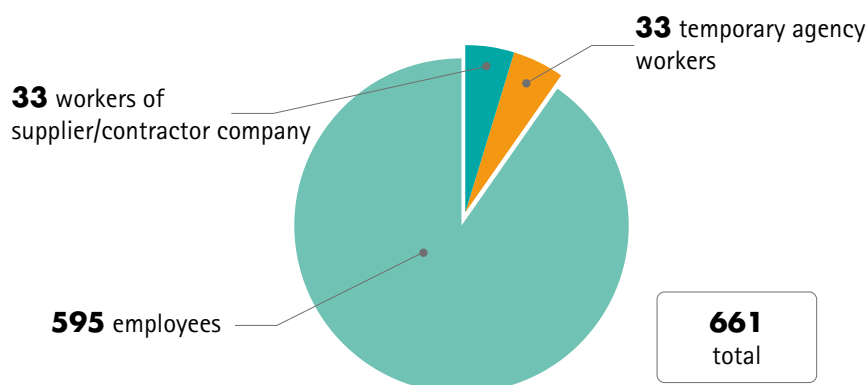


EMPLOYEES BY PROFESSIONAL CATEGORY

Employed staff is divided into the following categories: Executives, Managers, Employees and Labour.



EMPLOYEES AND EXTERNAL WORKERS



6.1 Diversity, inclusion and equal opportunities

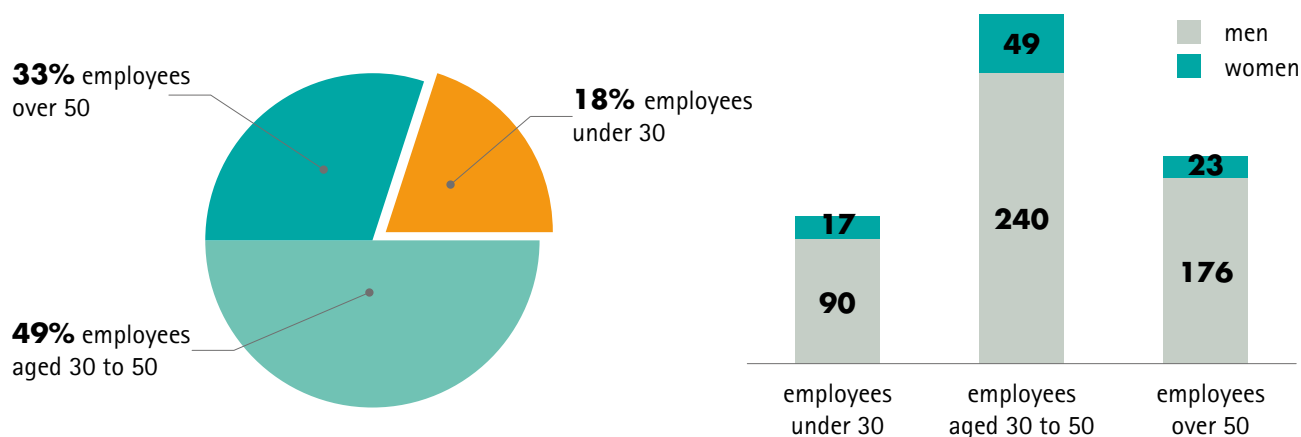
For Marsilli, people are a strategic asset on which to build sustainable development. Gender, cultural, ethnic, religious or political diversity is an element that Marsilli has long been constantly confronted with. In an increasingly globalized and interconnected world, diversity has taken on multiple facets that require an adequate approach to promote the common denominators needed to encourage the inclusion and participation of all. **Inclusion and participation are fundamental elements** for the full involvement of people in projects and activities. From this perspective, diversity - as outlined above - must be addressed by valuing its specificity and by promoting behaviors which ensure equal opportunities for all employees.

In line with the principles established in the Universal Declaration of Human Rights and in the Constitution of the Italian Republic, Marsilli is committed to enhancing diversity in order to exploit the added value and richness that arise from the integration of different sensitivities. This approach is explicitly reflected in the Code of Ethics of the Marsilli Group, in which the principles of inclusion and equal opportunities represent a core pillar.

During 2025, in line with the inclusion and participation objectives mentioned above, the **Supplementary Company Contract** was applied at the Parent Company which includes two important references to the topics referred to in this paragraph. In particular, in addition to renewing the commitment to the continuous promotion of dialogue and constructive discussion in industrial relations, **common commitment to supporting a culture that rejects harassment and violence in the workplace** and promotes willingness to listening and understanding diversity was emphasized. Furthermore, to improve the quality of working life of its employees, Marsilli has implemented a series of supplementary benefits in the areas, such as professional training, health and work-life balance. These benefits do not vary significantly depending on the type of work contract, for example full-time or part-time. As regards the workforce composition, women represent 15% of total employees and are mainly classified within the Employees category (84%).

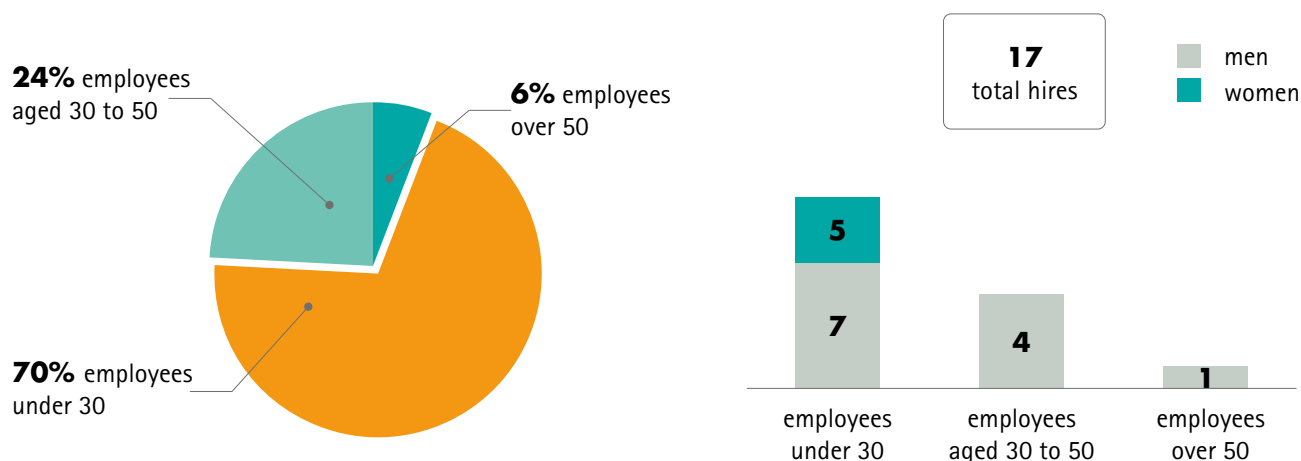
The following graph shows the distribution of employees by age group.

EMPLOYEES BY AGE AND BY GENDER



It should be noted that the inclusion of young resources has always been a defining choice for Marsilli. In fact, the company is fully aware of the added value that these young resources can bring to the various company functions over time, also thanks to the training provided internally. Evidence of this commitment is reflected in the fact that, in 2025, 52% of new hires were employees under the age of 30.

NEW HIRES BY AGE AND BY GENDER



6.2 Minimum wage, child, forced or compulsory labor

Marsilli aims to guarantee its workers a minimum wage (hereinafter referred to as “living wage”) that guarantees a decent standard of living. For this purpose, Marsilli S.p.A. requested from the Wage Indicator Foundation - an independent nonprofit organization based in the Netherlands and internationally recognized - the monthly living wage applicable to Italy, Lombardy Region, for 2025 and conducted a comparison between this amount and the minimum wage applied within its company to the following categories of workers:

- employees;
- agency personnel;
- contractors personnel.

The comparison highlighted that, for all three categories of workers, the recognized minimum wages exceed the identified minimum wage levels.

With regards to child labour, Marsilli undertakes not to employ workers younger than the minimum age established by the laws in force at the location where the work is to be performed.

In this regard, a specific recruitment procedure P HR-001 has been prepared, that is available on the Company’s website

at www.marsilli.com, under the “Work with Us” page. This procedure illustrates the personnel selection and recruitment process, banning child labour and prohibiting any discriminatory activity. During 2025, a total of 17 hires were made, confirming that all recruited workers were of legal working age.

With reference to forced or compulsory labour, no cases relating to these issues were reported during 2025. This applies both from employees’ representatives and to internal reporting channels, among which we recall by way of example, the channel referring to the Supervisory Body of Marsilli S.p.A., to which no reports on the matter were submitted during 2025.

6.3 Training and professional growth

Marsilli is aware that training is an essential tool for understanding contexts and necessary developments. Consequently, educating individuals to understand the area in which they operate and the technical, managerial, economic, environmental and social aspects that characterize it, represents the first and essential step toward the development and consolidation of individual skills and, therefore toward shared decision-making. Staff training therefore represents one of the pillars on which to base the success and development of a company that places innovation among its values. It is also a valuable tool for fostering the recognition of creativity and commitment, which play a significant role in motivating individuals.

At Marsilli, training activity encompasses numerous areas. From specific technical training for each technological field, to organizational management one, including training on health and safety in the workplace.

In terms of health and safety at work, through specific courses and information sessions, employees are trained on the risks associated with their specific tasks and how to prevent them, learning to use work equipment correctly and adopt safe behaviours. In the Italian companies of the Group, as required by TU Legislative Decree 81/08, all employees receive both general and specific training related to the risks associated with their respective tasks. In the case of nonemployee workers who are nevertheless under the Company’s control, training is ensured by declarations issued by the respective employers. The training is carried out by external trainers or by internal personnel belonging to safety prevention and protection service. All safety training is provided during working hours. Training effectiveness is assessed through written tests consisting of questions and answers and is further verified on the job through the presence of qualified personnel. In 2025, the number of hours of training for health and safety at work was approximately 800 hours.

Technical and management training plays a decisive role in the company development strategy, as it represents a **tool for increasing the ability to address and overcome market challenges** and share the essential choices that the future dictates. People aware of their role in the organization and capable of interpreting market needs with innovative solutions, are the resources on which the development of technological and organizational know-how is built – around which the quality of the products and services Marsilli offers revolve. In 2025, continuous training in the development of workers’ technical skills remained particularly intensive, with approximately 2,200 hours delivered.

In addition to training in the areas described above, ethics-related training represents a key cross-cutting aspect for promoting a corporate culture based on respect for legality and social responsibility. This training, in addition to raising employees’ awareness of the importance of said issues for a coherent corporate culture, promotes their critical awareness of ethical and social issues and contributes to promoting a work environment which respects rights, is aware of duties, is collaborative and oriented towards the common good. Fundamental aspects for the sustainability of corporate choices.

Starting in the final months of 2025, a training program on information security, privacy, and confidentiality was launched, aimed at promoting the correct, informed, and compliant management of information and data processed within the scope of corporate activities. These training initiatives seek to ensure that all personnel are fully informed about regulatory obligations, internal procedures, and the technical and organizational measures implemented to safeguard data and protect the Company’s information assets. The training program will continue throughout 2026.

Total training hours by type of training courses	2025	2024	2023
Development of managerial skills and soft skills	505	806	965
Language	994	1889	1429
Inclusion of new hires	80	54	236
Health and safety (mandatory)	807	1340	1297
Anti-corruption/Code of Ethics	11	42	620
Miscellaneous (technical training)	2192	4739	5459
Total	4589	8871	10006

In 2025, total training hours amounted to 4,589, of which 89% were delivered to male employees. During the year, the average number of training hours per employee was 8, a decrease compared to 2024; the effects of the market downturn undoubtedly also had an impact on the delivery of training activities.

Training hours by gender and professional category	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total			4.589			8.871			10.006
Executives	154	15	169	142	16	158	154	19	173
Managers	938	63	1.001	1.829	194	2.023	1.285	168	1.453
Employees	1.990	402	2.392	3.142	968	4.111	3.979	1.870	5.848
Labour workers	999	28	1.027	2.384	196	2.580	2.196	336	2.532

6.4 Health and Safety in the Workplace

The protection of health and safety at work is an essential factor in line with the values that underpin the company and which make this aspect an essential principle. This applies both to Marsilli's own production activities and for users of the machinery it manufactures.

With regards to health and safety at work, a certified system compliant with the international standard ISO 45001 is operational at the Parent Company. This system is managed by a Prevention and Safety Service composed of an RSPP and 2 ASPPs who actively participate in ongoing training programs. The service contributes to the identification of risks, their evaluation and reduction, as well as to the definition of functional measures for the prevention of accidents. The health surveillance service is however assigned to the company doctor who retains all the employees' sensitive information and is bound to confidentiality.

Risk prevention and protection are the primary purpose of the workplace health and safety management process. This process relies both on the training activity provided to employees and the constant on-site dialogue, aimed at keeping a high level of awareness on these issues.

For each recurring risk the following are defined:

- danger/harmful event;
- potential injury to the employee in terms of health and safety at work;
- the prevention and protection measures adopted;
- the defined control measures.

The risk assessment is carried out in accordance with current legislation and performed on a preventive basis, based on regulatory developments, the introduction of new technologies, production processes, substances, equipment or work procedures.

In defining risk assessment and reduction measures it is necessary to consider the following hierarchical scale of action:

1. elimination;
2. replacement;
3. technical control measures;
4. signals/warnings and/or organizational controls;
5. personal protection equipment.

Monitoring activities are supported by the use of key performance indicators (KPIs), which define the objectives to be achieved.

Marsilli adheres to supplementary healthcare funds provided for by the applicable National Collective Labor Agreements (CCNL). This allows employees to benefit from supplementary health care coverage in addition to the national health system. These services are managed directly between the fund and the employee. Furthermore, the organization allows employees to receive, free of charge and voluntarily, vaccinations recommended by health bodies in the event of workrelated travel abroad.

In 2025, the number of workplace accidents decreased compared to 2024 and 2023.
No accidents resulted in permanent consequences for the employees involved.

Nonetheless, improvement measures have been implemented to counteract the negative trend. Specifically:

- the permanent presence of an ASPP (Prevention and Protection Service Officer) in the company's production departments to promote behaviour compliant with company procedures;
- the provision of additional and specific personal protective equipment to workers;
- the preparation of a weekly report by the Prevention and Protection Service regarding behaviors deemed improvable;
- targeted training for operators.

To date, no cases classified as occupational diseases have been recorded.

Injuries	Unit	2025			2024			2023		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total Injuries	N°	4	0	4	5	2	7	8	1	9
At the workplace		3	-	3	1	-	1	7	1	8
While commuting		1	-	1	4	2	6	1	-	1

7. PRODUCT EXCELLENCE AND CUSTOMER RELATIONS



Customer focus and loyalty are considered strengths that, over the years, have contributed to Marsilli's strong positioning in the market.

In order to maintain high levels of Customer Satisfaction, Marsilli invests and directs its efforts in the creation of highperformance, safe, high-quality and long-lasting machinery, as well as in the provision of fast and effective after-sales technical assistance services, retooling and overhauling which extend the life cycle of its equipment.

In addition to the design, construction and installation of winding and assembly systems, Marsilli offers the following services:

Refurbishment

- Complete analysis of the state of the system
- Hardware refurbishment
- Upgrade to current regulations
- Aesthetic refurbishment
- Extended guarantee

ReTooling

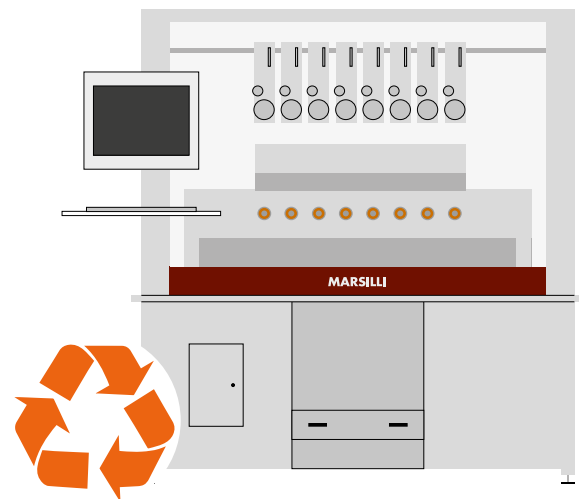
- Analysis of the machine and the new product
- Tooling replacement
- Possible wire tensioner replacement
- Possible addition, modification or removal of the loading/unloading system
- Re-programming

Used Machinery

- Complete overhaul of the system
- Wear parts replacement
- Re-programming
- Production testing
- Issue of new 12-month guarantee

Contracts

- Service visit planning
- Complete diagnosis and analysis of components
- Transparency of the activities carried out
- Immediate reporting
- Discounted rates and priority service



Training

- Winding
- Welding
- Automation
- Bridge: advanced programming
- Combination of the above or customized courses

7.1 Customer relations and Customer Satisfaction

Marsilli is a constantly evolving company, committed to building solid and long-lasting relationships with its customers. In this atmosphere of awareness, it is essential to verify, monitor and measure customer satisfaction in order to improve the quality of services and qualitatively increase brand awareness, ensuring it remains closely aligned with the company's identity.

For this reason, for over 20 years Marsilli has been operating a monitoring and control system dedicated to customer visits to the Parent Company's headquarters. Through a survey, all stages of the customer stay are monitored, from visit scheduling to the quality of meetings, from opinions on the quality of the services provided to evaluations on the performance of the products sold, as well as the efficiency of network communications and the quality of the stay.

A similar criterion is adopted at trade fair events. On these occasions, customer feedback and impressions are collected in order to assess the degree of their satisfaction in various areas. In these cases, data reflects customer satisfaction in qualitative terms only; nevertheless it remains important for identifying potential shortcomings. This data is then filed and analyzed individually.

Marsilli takes the information collected seriously in order to outline an indicative customer satisfaction profile. Every suggestion represents an opportunity for improvement. As a result, actions are implemented to strengthen the specific aspect that the customer identified as needing improvement.

In addition, a system for assessing the performance of the Commissioning Department has recently been introduced. This department carries out a highly sensitive role during the installation of systems at customers' facilities. The objective is to understand the efficiency of the activities performed and the satisfaction of the customer during both final delivery and commissioning phase of the system.

Furthermore, a pilot project has been launched at the subsidiary Marsilli Mexico, focusing on customer Technical Service Assistance. The quality of the services provided is assessed on a regular basis. The data collected is used for the improvement of the services. The aim is to extend this follow-up to all Service Departments of the Group.

7.2 Product quality and safety

The design of machines and systems is an activity that spans many fields, from mechanical devices to process automation, and is developed according to the data and basic requirements requested by the customer, placing design analysis, development and verification at the center of the process.

Machine safety aspects are an essential part of the design process and are derived from risk assessment activity. Risk assessment is in fact the fundamental activity on the basis of which the relevant security measures necessary for the protection of people's safety are identified on a case-by-case basis. Product safety standards are guaranteed by the application of the specific regulations in force in the countries where the machines will be installed and put into operation. Once the system is up and running, specific final tests are carried out to verify compliance with the safety aspects defined during the design phase. All products manufactured and for which a certificate of conformity is issued in accordance with the applicable EU Directives (including CE marking), or with the legislation of the non-EU countries where the machine is intended to operate, are checked and tested by machine safety experts. Safety design and final inspections ensure that the customer receives machines that meet quality, safety and ergonomic requirements.

Over the past few years, some European technical standards related to machine safety have been updated to reflect technological developments. Marsilli is currently reviewing the effects of these new technical requirements on its products in order to identify any potential need for adjustment.

During the design phase, wherever technically and economically possible, preference is given to the selection of environmentally friendly components and materials and to solutions with lower energy consumption.

Over the past three years, Marsilli has not received any reports from customers of accidents caused by its products. The Company adopts a proactive approach to this matter and encourages customers to share any suggestions for improving product Safety and Environmental protection.

7.3 Design, research and sustainable development

The activity of designing a product or service is the phase in which the most material issues are addressed and, more than any other stage, positive and negative ESG impacts are influenced. In fact, when a product consists of a machine, the design phase defines its operating characteristics, the materials of which it is made, the processes required to transform those materials into components, its useful life, energy consumption, operator safety, customer satisfaction, and more. More than any other moment, this is when decisions are translated into environmental, economic, and social impacts. For this reason, Marsilli gives this creative phase the utmost attention in order to guide its development growth towards objectives consistent with its mission. Among these objectives, particular importance is assigned to the ability to interpret market needs in terms of new solutions. During the design phase, this capability is expressed through the collection and analysis of customer requirements and their translation into technological and performance-related offerings. Whereas in the past customer needs were largely confined to the production performance of purchased equipment and the quality of the output achieved, today these requirements have expanded to include operator safety, energy consumption, ergonomics, as well as the materials used in construction, the origin of raw materials, transformation processes and so on.

Design, therefore, is the phase in which- more than at any other organizational moment- the degree of the Company's impact and the areas in which it manifests are determined, triggering virtuous cycles whose effects spread across multiple, sometimes very distant, areas.

Take energy efficiency as an example. It represents a highly relevant aspect of our R&D activities and a source of continuous commitment aimed at optimising the performance of our machines while, at the same time, reducing their energy consumption through the application of newly developed equipment and devices.

This is closely linked to innovation in the devices and equipment used and, therefore, to the development of new knowhow. Development that is also nurtured by constant training and information-sharing activities for people, thereby contributing to their professional growth.

Even on issues apparently far removed from technology, design is able to provide sustainability-oriented answers. Gender equality, for instance, might initially seem unrelated, as it is often associated with social dynamics. For Marsilli, this is not the case. The Company designs the manual workstations of its machines (i.e. workstations where human presence is required to carry out specific operations) according to ergonomic data that take into account both genders. As a result, these workstations can accommodate operators of any gender without distinction.

Design is a complex activity. Engaging customers in the design process makes it even more so, especially when developing production processes whose ultimate goal is to obtain high-performance products such as electric motors or their components. In this regard, Marsilli has long developed an approach based on co-design with the customer, whereby both the product and the automated process aimed at its production are developed simultaneously. It is in this phase that the different areas of expertise converge to create solutions that are technically advantageous and virtuous in terms of sustainability.

At this stage, in fact, there are many opportunities to translate mutual knowledge into solutions that are beneficial from several points of view. One clear example is the quest for high performance in the field of electric traction, achieved through higher-performance winding processes that enable faster production cycles and savings in increasingly scarce and expensive raw materials.

7.4 Circular economy

The circular economy is a production and consumption model that implies sharing, lending, reusing, repairing, reconditioning and recycling existing materials and products in order to extend their useful life as much as possible. With this in mind, Marsilli provides its customers with ordinary and extraordinary maintenance services that, from a technical and production standpoint, enable the use of its machinery over several decades.

For this reason, Marsilli offers its customers overhaul services aimed at reconditioning old systems to comply with the most recent safety regulations, as well as improving their performance in order to increase productivity and quality of performance. The renovations include activities to update software systems, electrical and electronic components, mechanical and pneumatic parts, along with updates to production programs and, where applicable, integration with newly manufactured operating units.

In addition, Marsilli withdraws its old equipment from the market both for refurbishment and subsequent resale and also for the recovery of components to be reintroduced to the market as refurbished spare parts.

During 2025, 19 machines were refurbished and reintroduced to the market, with a recovery of components (mechanical and electrical parts, etc.), including those resold individually as refurbished spare parts, equal to a cost-asnew (i.e. cost of purchase/production at current prices) exceeding € 730,000.

7.5 Raw material and traceability

The machines and systems manufactured by Marsilli are produced with the contribution of numerous suppliers. Their mechanical parts are mostly supplied by local manufacturers and obtained through machining. Non-mechanical parts are mainly purchased from commercial companies operating within the local area.

Given the small-scale, artisan nature of its suppliers and the resulting organizational difficulties in obtaining the information referred to the topic of this paragraph, Marsilli has initiated a process of dialogue and gradual training in order to identify feasible ways to comply with the provisions of the relevant GRI standards.



8. ATTENTION TO THE ENVIRONMENT

For a company, the term “environmental sustainability” refers to limiting the impact it exerts on the ecosystem to levels deemed acceptable by the community. The term ecosystem refers both to nature as a whole and to the balance between the elements that make it up, which for a company relates to the natural environment in which its business operates. This includes its entire production chain and the elements involved, directly or indirectly, in the life cycle of the goods and services it produces - from their conception to their disposal. Based on this understanding, Marsilli has drawn up its own Environmental and Biodiversity Protection Policy aimed at promoting choices oriented towards the containment of its environmental impact through the dissemination of good practices and responsible behavior. In line with this commitment, in addition to maintaining an environmental management system certified according to ISO 14001 standard at Parent Company level, Marsilli undertook, starting in 2024 and continuing throughout 2025, a path aimed at quantifying its Group-level carbon footprint. Furthermore, in 2025, Marsilli also participated in the CDP (Carbon Disclosure Project) program.

8.1 Energy consumption and emissions

An analysis of the data shows that total energy consumption slightly decreased in 2025, although not to a significant extent.

In accordance with GRI reporting principles, it should be noted that in 2025 the majority of consumption was direct (61% of total consumption), consisting of:

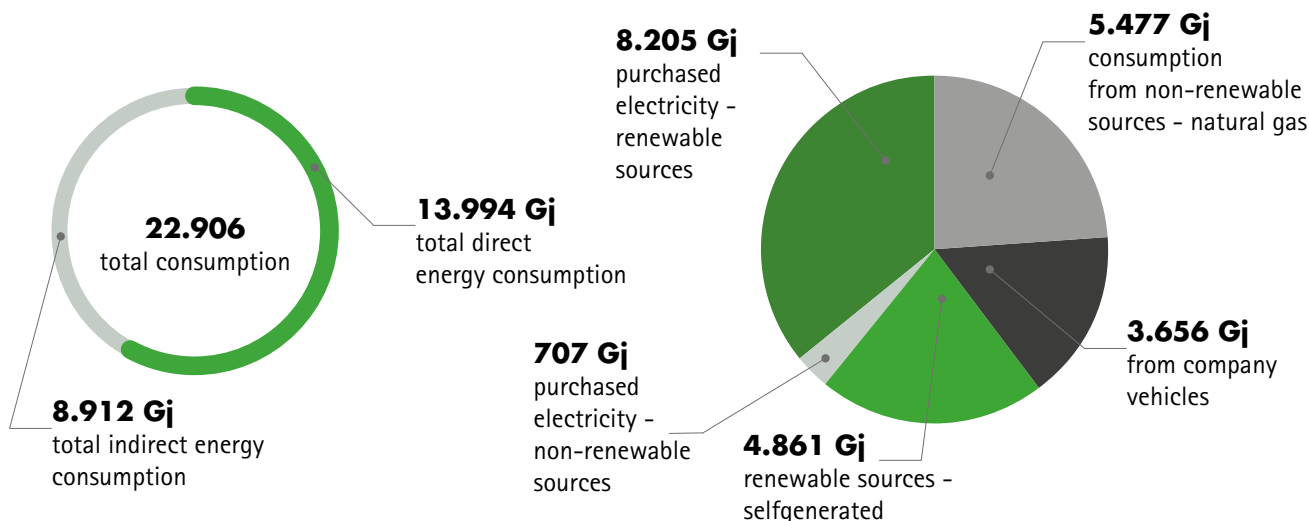
- natural gas consumption for heating systems and for a specific production process (drying of painted parts);
- diesel and petrol consumption used for the company vehicle fleet;
- consumption of self-generated energy through the company's own photovoltaic plant.

In 2024, the group's photovoltaic system was significantly expanded; as a result, in 2025 self-generation capacity increased substantially, covering 35% of electricity demand.

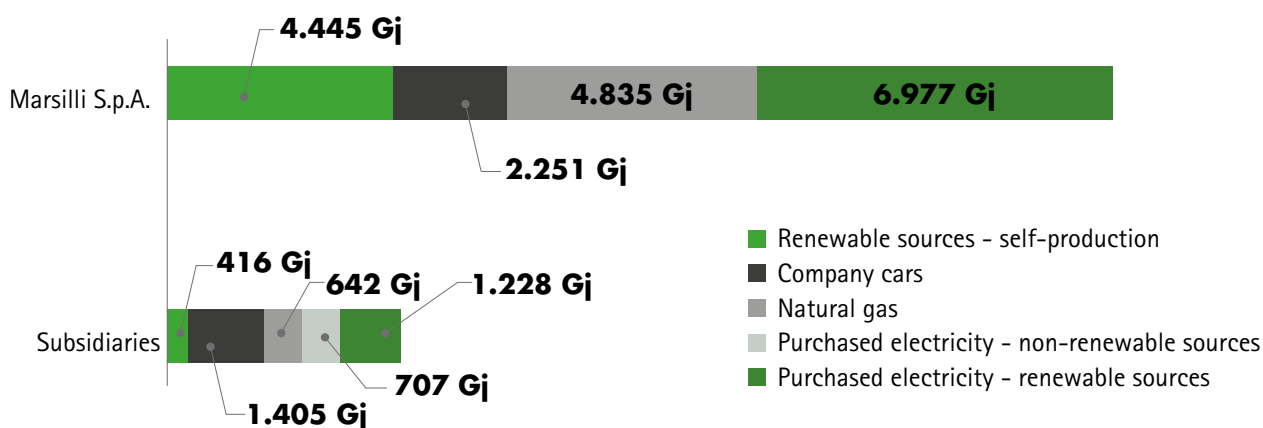
The car fleet continued to consist mainly of diesel-powered cars; however, the share of hybrid and electric vehicles increased.

Indirect consumption (39% of total consumption) derives entirely from purchased electricity, mainly used for lighting, building cooling/heating and the operation of equipment (e.g. machine tools and acceptance of manufactured equipment). In 2025, a slight reduction in total electricity consumption was observed, influenced both by a higher consumption of self-generated energy and by the drop in production due to the broader economic situation. In 2025, the Parent Company and another Group company purchased green electricity with Guarantees of Origin (GOs) retired, in order to reduce overall GHG emissions and to initiate, as planned, their decarbonization pathway.

TOTAL ENERGY CONSUMPTION (GJ), BY SOURCE



TOTAL ENERGY CONSUMPTION (GJ), FOR SUBSIDIARIES AND MARSILLI SPA



CO₂e¹ emissions represent the key indicator for assessing a company's environmental footprint. The emissions reported in the table specifically refer to Scope 1 emissions, resulting from the combustion of gas and vehicle fuel, and Scope 2 emissions, resulting from the purchase of electricity from third parties (self-produced energy does not have any impact in terms of CO₂e production).

Group emissions were calculated using the standard set out by the GHG Protocol. For Scope 2 emissions, both calculation methods were applied: Location Based and Market Based. Considering the Guarantees of Origin (GOs) purchased for electricity, Scope 2 emissions calculated using the Market-Based method amounted to 107 t CO₂e, compared to 1,067 t CO₂e.

1. The calculation CO₂eq (which includes, where applicable, emissions of CH₄, NO₂, HFC, PFC, SF₆ and NF₃), was carried out according to the GHG protocol. CO₂eq emissions were calculated using emission and conversion factors derived from: ISPRA, AIB (Association of Issuing Bodies), Terna, UK Department for Environment Food & Rural Affairs and UK Government Department for Business Energy & Industrial Strategy (DEFRA), The Intergovernmental Panel on Climate Change (IPCC).

		2025	2024	2023
Scope 1 – Organisations's direct emissions, by source	tCO2e	576	702	597
Non-renewable sources: Natural gas (e.g. fuel burnt for heating)	tCO2e	278	318	284
From company vehicles				
Petrol	tCO2e	33	17	11
Diesel	tCO2e	265	366	302
Scope 2–Market Based² Organisation's indirect emissions, by source	tCO2e	107	1.374	1.348
Scope 2–Location Based Organisation's indirect emissions, by source	tCO2e	572	730	927

In 2024, Marsilli defined an initial path towards decarbonization of the company, reaffirming its commitment to contributing to the achievement of global climate targets. Scope1&2 CO2 reduction targets were defined for the coming years, using as a baseline the CO2 emissions (Scope1&2 using the Market-based method) produced in the year 2023.

	Unit	
Reference base year 2023 Total Scope1&2 CO2 emissions (Scope1&2–calculated by Market-based method)	t	1945
Scope 1&2 CO2 emission reduction targets by the year 2025	%	10
Scope 1&2 CO2 emission reduction targets by the year 2030	%	30
Scope 1&2 CO2 emission reduction targets by the year 2035	%	70
Scope 1&2 CO2 emission reduction targets by the year 2039	%	100

In 2025, efforts were also made to define and calculate the carbon footprint of products and services. Considering the wide range and heterogeneity of products manufactured and services provided, an economic allocation approach was adopted to determine the carbon footprint, whereby CO₂e emissions are allocated to products and/or services based on their sales price. Accordingly, the carbon footprint of products and/or services in 2025 is estimated at 2 t CO₂e/k€³.

2. For the calculation of direct emissions (Scope 1), the conversion factors published by the UK Government's Department for Environment, Food and Rural Affairs (DEFRA) for the year 2025 (2025 report version 1.0) were used. For the calculation of indirect emissions from electricity (Scope 2) the GHG Protocol standard was applied, using both provided methods: market-based and location-based. Conversion factors had a slight variation, affecting the final results. The first method, market-based, requires the calculation of GHG emissions from purchased electricity by considering the specific emission factors reported by suppliers. Therefore, the emission factors available and published by the Association of Issuing Bodies (by AIB) – related to “European Residual Mixes” – were used for EU sites, while Terna 2024 factors were applied for non-EU sites. These factors consider the residual mix of the various production sources of purchased electricity, net of the portion certified by Guarantee of Origin.

The second method, location-based, on the other hand, calculates emissions from electricity consumption, applying emission factors based on the national energy mix in which the company operates; for Italian sites, emission factors published by ISPRA in report 418/2025, “Efficiency and Decarbonization indicators in Italy and the largest European countries” were used, while for the international sites, conversion factors from Terna 2024 or IPCC 2021 were applied.

Due to the absence of certified renewable energy within the purchased electricity, the Scope 2 emissions calculated according to the Market-based method are higher than the Location-based ones.

3. Scope1+Scope 2 emissions used in the calculation – where Scope 2 is calculated using the market-based method with retired Guarantees of Origin (GOs) – are estimated to account for approximately 1% of total emissions from Scope 1,2,3 combined, while the remaining 99% of the total.

8.2 Responsible management of materials, waste and water resources

Marsilli believes that natural resources are a precious asset to be used consciously, promoting the adoption of technologies and organizational approaches that favor waste reduction and encourage their reuse, repurpose and recycling, including across the supply chain. The nature of the equipment and systems construction activity does not envisage, except marginally, the direct and intensive use of natural resources. This is due to the production model adopted by Marsilli, whereby the components used in its machinery are largely sourced from external suppliers, who purchase raw materials and process them into semi-finished and finished products.

Process waste, i.e. special waste, is properly sorted and divided by type in order to ensure the most correct disposal or, where possible, recovery.

The Group also pays attention to the management of so-called urban and general waste. In fact, separate waste collection is encouraged at all sites. In addition, Marsilli has also been implementing for years a policy aimed at reducing plastic consumption by eliminating bottled beverage dispensers, installing mains water fountains in production areas and offices and offering dedicated metal bottles to the staff.

During 2025, Marsilli generated a total of approximately 165 tonnes of waste, representing a reduction compared to previous years. The vast majority of this (73%) is classified as non-hazardous production waste.

The share of waste destined for recovery amounted to 81%.

	2025			2024			2023		
Waste (t)	Waste generated	Waste recovered	Waste disposed	Waste generated	Waste recovered	Waste disposed	Waste generated	Waste recovered	Waste disposed
Total hazardous waste	44,4	17,7	26,7	37,7	24,2	13,4	55,9	19,4	36,5
Total non-hazardous waste	121,0	115,7	5,3	138,7	129,8	8,8	175,4	167,6	7,8
Total for group	165,4	133,4	31,9	176,3	154,1	22,3	231,3	187,0	44,3

Water consumption is not particularly significant. The water used by Marsilli is mainly intended for sanitary purposes, and its consumption is therefore closely related to the number of staff. Only a limited portion is used in production processes for metal degreasing, paint mixing and mechanical machining using machine tools (for which water and oilbased emulsions are used). Sanitary water that needs to be disposed is sent into the municipal sewage system, while water used in production processes is disposed of as special waste.

8.3 Environmental impact

Marsilli is actively committed to pursuing a virtuous balance between environmental protection, social progress and economic growth, with the aim of fostering long-term sustainable development. We recognise that these three elements are closely interrelated and interdependent, and we are committed to adopting policies and practices that take all three dimensions into account.

The quantitative estimation of environmental impact is a particularly complex issue, as it links business decisions with the consumption of natural resources, the production of greenhouse gas (GHG), the influence on biodiversity and the resulting climate change.

In 2025 Marsilli participated in the CDP - Carbon Disclosure Project - a global non-profit organization that manages the only independent international system for assessing and disseminating environmental management models adopted by companies and other organizations, aimed at limiting climate-altering emissions. In the SME Corporate (Small/Medium Enterprises) category, on the topic of Climate Change, the Company was ranked globally among the SMEs with the highest rating assigned by CDP within this segment. As part of the CDP program, Marsilli committed to defining, in 2025, reduction targets related to scope 1 and 2 emissions.



9. SUPPLY CHAIN

The responsible management of the supply chain is a key objective for Marsilli in achieving its sustainability targets. Given Marsilli's specific production structure, which involves numerous small artisan companies within its supply chain, the Company is aware of the difficulties deriving from their limited organisational resources. For this reason, Marsilli is committed to training and engaging these partners in order to increase their awareness of these issues and to promote, organisational and production practices consistent with ESG issues within their operations.

9.1 Marsilli's Supply chain

Marsilli's production system is based on the involvement of companies external to the Group operating across various product categories. Specifically, Marsilli primarily relies on the cooperation of numerous companies highly specialized in mechanical machining for the manufacture of special precision equipment and components, as well as commercial companies for the supply of electromechanical, pneumatic and electronic equipment. In choosing its partners, Marsilli gives preference to local companies with which it can establish close collaborative relationships, necessary to achieve the high quality standards required by the market.

In 2025, local suppliers continued to contribute a share equal to 64% of total procurement.

Expenditure from local suppliers (€ mln)	u.m.	2025	2024	2023
Purchases from suppliers located in the same geographic market as the organization ⁴ .	€ mln	19	21	29
Purchases from suppliers not located in the same geographic market as the organization.	€ mln	10	10	14
Total purchases	€ mln	29	31	43
Expenditure from local suppliers (%)	%	64%	67%	67%

4. The organization's geographic market refers to the Lombardy region and the Emilia-Romagna provinces bordering the Province of Cremona.

Number of local suppliers (n.) ⁴	u.m.	2025	2024	2023
Suppliers located in the same geographic market as the organization	n.	801	862	907
Suppliers not located in the same geographic market as the organization	n.	551	646	602
Total suppliers	n.	1352	1508	1509
Percentage of local suppliers (%)	%	59%	57%	60%

9.2 Responsible Supply Chain management

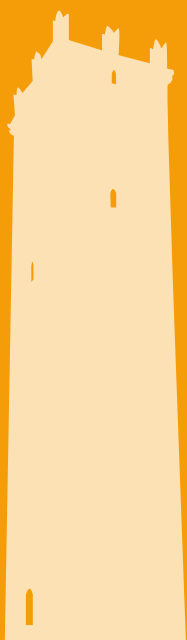
To promote supplier engagement on ESG sustainability topics and to ensure close monitoring of procurement quality, Marsilli has established an internal structure aimed at these purposes over time.

Acknowledging the importance of promoting high ethical and social standards among companies in its supply chain, Marsilli has developed its own Supplier Code of Conduct. This Code is based on the objectives of the United Nations 2030 Agenda and commits suppliers to the following principles:

- ensuring fair and safe working conditions for their workers;
- applying and guaranteeing non-discriminatory principles;
- working in respect and protection of the environment;
- conducting business in compliance with the law, with integrity, transparency and fairness;
- carefully considering the needs of the local communities in which they operate.

In 2025, Marsilli continued to promote its Supplier Code of Conduct among new suppliers and, in order to further strengthen their awareness and involvement on ESG issues, forwarded a dedicated questionnaire. It was aimed at gaining a clearer assessment of suppliers' level of awareness of the mentioned issues and at proposing good practices and organizational solutions to improve their sustainability performance.

4. Supplier number data were adjusted for the years 2023 because the calculation systems were not calibrated correctly.



10. LOCAL COMMUNITIES

Marsilli is aware of the role it plays in the territory in which its production activities operate and of the effects these activities have on local communities. Therefore, in order to promote a balanced development oriented towards long-term sustainability - aimed at combining business needs with environmental quality and people's quality of life - Marsilli considers local communities as its direct interlocutors and key stakeholders towards which it maintains an approach based on dialogue and active listening to safeguard shared interests.

10.1 Social development

Marsilli operates in a highly technological field subject to constant innovation and development, mainly driven by the expertise and training of its personnel. These elements form the foundation of the relationships Marsilli maintains within the local area. In particular, with high schools and universities aimed at exchanges with the academic staff on educational topics as well as welcoming young students for training purposes.

In this context, Marsilli offers numerous opportunities for teachers and students to visit its departments and participate in training internships, alongside specialised personnel or aimed at developing degree theses.

Significant attention is also paid to local charities of a social, artistic and environmental nature, to which Marsilli provides financial support.

Since 2024, the Parent Company joined a program supported by local authorities in favor of Workplace Health Promotion.

APPENDIX

Employees by type of contract	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total group	506	89	595	539	93	632	579	97	676
Permanent employees	504	89	593	532	91	623	560	94	654
Temporary employees	2	0	2	7	2	9	19	3	22

Employees by type of contract	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total group	506	89	595	539	93	632	579	97	676
Full-time employees	503	74	577	536	79	615	575	84	659
Part-time employees	3	15	18	3	14	17	4	13	17

Workers who are not employees	2025	2024	2023
Total	66	85	85
Staff leasing workers	33	48	27
Workers from supplier / contractor company	33	33	55
Interns, internships	0	4	3

Employees receiving performance and career development reviews (n)	2025				2024				2023			
	Men	Women	Total	Share	Men	Women	Total	Share	Men	Women	Total	Share
Executives	8	0	8	8%	7	0	7	4%	7	0	7	7%
Managers	13	1	14	14%	15	1	16	14%	14	1	15	15%
Employees	39	17	56	58%	38	18	56	63%	36	17	53	55%
Labour workers	18	1	19	20%	17	1	18	19%	21	1	22	23%
Total group	78	19	97	-	77	20	97	-	78	19	97	-

Employees by category and by gender (n)	2025				2024				2023			
	Men	Women	Total	Age %	Men	Women	Total	Age %	Men	Women	Total	Age %
Executives												
<i>Executives under the age of 30</i>	-	-	-	0%	-	-	-	0%	-	-	-	0%
<i>Executives between the age of 30 and 50</i>	5	2	7	1%	5	2	7	1%	5	2	7	1%
<i>Executives over the age of 50</i>	15	-	15	2%	14	-	14	2%	14	-	14	2%
Managers												
<i>Managers under the age of 30</i>	2	0	2	0%	1	0	1	0%	1	0	1	0%
<i>Managers between the age of 30 and 50</i>	32	6	38	6%	33	6	39	6%	27	7	34	5%
<i>Managers over the age of 50</i>	41	2	43	7%	39	2	41	6%	39	2	41	6%
Employees												
<i>Employees under the age of 30</i>	52	16	68	12%	61	19	80	13%	72	22	94	14%
<i>Employees between the age of 30 and 50</i>	109	38	147	25%	123	42	165	26%	130	44	174	26%
<i>Employees over the age of 50</i>	54	21	75	13%	52	17	69	10%	56	15	71	10%
Labour workers												
<i>Labour workers under the age of 30</i>	36	1	37	6%	47	2	49	8%	72	2	74	11%
<i>Labour workers between the age of 30 and 50</i>	94	3	97	17%	101	3	104	16%	111	3	114	17%
<i>Labour workers over the age of 50</i>	66	0	66	11%	63	0	63	10%	52	0	52	8%
Total	506	89	595		539	93	632		579	97	676	
Gender share	85%	15%			85%	15%			86%	14%		

Employees hired (n)	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total group	12	5	17	18	5	23	42	9	51
Under the age of 30	7	5	12	8	4	12	27	6	33
Between the age of 30 and 50	4	0	4	6	1	7	11	3	14
Over the age of 50	1	0	1	4	0	4	4	0	4

Employees who have left the company (n)	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total group	45	9	54	58	9	67	49	3	52
Under the age of 30	10	4	14	29	4	33	20	1	21
Between the age of 30 and 50	23	5	28	17	3	20	17	2	19
Over the age of 50	12	0	12	12	2	14	12	0	12

Direct and indirect energy consumption within the organisation by source (Gj)	unit	2025	2024	2023
Total consumption	Gj	22.906	23.799	22.293
Total direct consumption	Gj	13.994	14.007	11.830
<i>Consumption from non-renewable sources</i>	Gj	5.477	6.264	5.577
Natural gas (e.g. fuel burnt for heating)	Gj			
From company vehicles	GJ	3.656	4.807	4.728
<i>Renewable sources – self-generated</i>	GJ	4.861	2.936	1.525
Total indirect consumption	Gj	8.912	9.792	10.463
<i>Consumption from renewable sources</i>	Gj	707	-	-
Purchased electricity	Gj			
<i>Consumption from non-renewable sources</i>	Gj	8.205	9.792	10.463
Purchased electricity	Gj			

GRI (Global Reporting Initiative) CONTENT INDEX

Declaration of use Marsilli S.p.A. has reported the information mentioned in this GRI Content Index for the period 01/01/2025 - 31/12/2025 in "accordance" with GRI standards.

GRI 1 used GRI 1: Foundation 2021

GRI ID	Notice	Chapter / description	Omissions
Generale			
2-1	Organisation details	Scope of consolidation and regulatory references 1. Marsilli Identity	
2-2	Companies included in the organisation's sustainability reporting	Scope of consolidation and regulatory references 1. Marsilli Identity	
2-3	Reporting period, frequency and reference person	Scope of consolidation and regulatory references	
2-4	Information review	Scope of consolidation and regulatory references	
2-5	External assurance	-	Not Applicable: This Sustainability Report will not be subject to external audit
2-6	Activities, value chain and other business relationships business	1. Marsilli Identity	
2-7	Employees	6. People Appendix	
2-8	Non-employees	8. Supply chain 6. People	
2-9	Governance structure and composition	2. Corporate governance	
2-10	Appointment and selection of the highest governing body	2. Corporate governance	
2-11	President of the highest governing body	2. Corporate governance	
2-12	Role of the highest governing body in overseeing impact management	2. Corporate governance	
2-13	Delegation of responsibility for impact management	The highest administrative body has not formally appointed any employee for this task.	
2-14	Role of highest governing body in sustainability reporting	2. Corporate Governance	
2-15	Conflicts of interest	2.2 Ethics and integrity	
2-16	Communication of critical issues	This activity is carried out by the CEO. No critical issues were reported.	

2-17	Collective knowledge of the highest governing body	No activities have been planned for these purposes yet.	
2-18	Performance evaluation of the highest governing body	There is no structured process in place for this purpose	
2-19	Rules concerning remuneration	All members of the highest administrative body receive fixed annual remuneration according to their role, established by the body itself. No bonuses or variable remuneration are provided.	
2-20	Procedure for determining remuneration	The company does not have a formal remuneration policy. Remuneration is defined by the Chief Executive Officer with the support of the internal Management There is no involvement of stakeholders. There is no involvement of consultants.	
2-21	Total annual remuneration report		Information not available/not complete: the company has chosen not to indicate data on remuneration.
2-22	Sustainable Development Strategy Statement	The statement is under preparation	
2-23	Policy commitment	2.2 Ethics and integrity	
2-24	Integration of policy commitments	2.2 Ethics and integrity	
2-25	Processes aimed at remedying negative impacts	2.2 Ethics and integrity	
2-26	Mechanisms for requesting clarification and raising concerns	2.2 Ethics and integrity	
2-27	Compliance with laws and regulations	No fines or other sanctions were imposed during the reporting period.	
2-28	Membership in associations	Marsilli does not hold any significant positions in any organizations or associations.	
2-29	Approach to stakeholder engagement	There is no structured system in operation for this purpose.	
2-30	Collective contracts	6. People	
Governance			
205-2	Communication and training on anti-corruption regulations and procedures	2.2 Ethics and integrity	
205-3	Confirmed cases of corruption and measures taken	During the reporting period of this report, there were no confirmed cases of corruption.	

418-1	Founded complaints regarding violations of customer privacy and loss of customer data	5. Cyber security and data protection	
201-1	Direct economic value generated and distributed	1.4 Economic value generated and distributed	
Ambiente			
302-1	Energy consumed within the organisation	8.1 Energy consumption and emissions	
305-1	Direct GHG emissions (Scope 1)	8.1 Energy consumption and emissions	
305-2	Indirect GHG emissions from energy consumption (Scope 2)	8.1 Energy consumption and emissions	
305-5	Reduction of greenhouse gas (GHG) emissions	8.1 Energy consumption and emissions	
306-1	Waste generation and significant waste-related impacts	8.2 Responsible management of materials, waste and water resources	
306-2	Management of significant waste-related impacts	8.2 Responsible management of materials, waste and water resources	
306-3	Waste generated	8.2 Responsible management of materials, waste and water resources	
306-4	Waste not intended for disposal	8.2 Responsible management of materials, waste and water resources	
306-5	Waste intended for disposal	8.2 Responsible management of materials, waste and water resources	
303-1	Interaction with water as a shared resource	8.2 Responsible management of materials, waste and water resources	
303-2	Management of impacts related to water discharge	8.2 Responsible management of materials, waste and water resources	
303-3	Water withdrawal	8.2 Responsible management of materials, waste and water resources	
Social			
401-1	Recruitment of new employees and employee turnover	6. People Appendix	
401-2	Benefits for full-time employees that are not available to temporary or part-time employees	6.1 Diversity, inclusion and equal opportunities	
404-1	Average hours of training per year per employee	6.3 Training and professional growth	
404-2	Employee skills upgrading and transition assistance programs	6.3 Training and professional growth	
404-3	Percentage of employees who receive regular performance and professional development reviews.	Appendix	
405-1	Diversity of employees and governing bodies (in terms of age, gender, protected categories)	6.1 Diversity, inclusion and equal opportunities	

405-2	Ratio between basic salary and women's remuneration compared to men remuneration		Information not available/ incomplete: the company has chosen not to show data regarding remuneration.
406-1	Cases of discrimination and corrective measures taken	No episode of discrimination was reported	
403-1	Occupational Health and Safety Management System	6.4 Health and Safety in the workplace	
403-2	Risk identification and assessment, and accident investigations	6.4 Health and Safety in the workplace	
403-3	Occupational health services	6.4 Health and Safety in the workplace	
403-4	Participation, consultation and communication with workers on health and safety at work	6.4 Health and Safety in the workplace	
403-5	Worker training on health and safety at work	6.3 Training and professional growth	
403-6	Promotion of workers' health	6.4 Health and Safety in the workplace	
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	6.4 Health and Safety in the workplace	
403-8	Workers covered by an occupational health and safety management system	6.4 Health and Safety in the workplace	
403-9	Accidents at work	6.4 Health and Safety in the workplace	
403-10	Occupational diseases	6.4 Health and Safety in the workplace	
Community			
	Other qualitative information on customer relationship management	7. Product excellence and customer relations	
413-1	Operations involving the local community, impact assessments, and development programs	10. Local communities	
Supply Chain			
308-1	New suppliers selected using environmental criteria	9. Supply chain	
414-1	New suppliers selected using social criteria	9. Supply chain	
204-1	Percentage of spending at local suppliers	9. Supply chain	
Product			
301-2	Recycled input materials used	7. Product excellence and customer relations	
301-1	Materials used based on weight or volume		Information not available
416-1	Assessment of health and safety impacts of product and service categories	7. Product excellence and customer relations	
416-2	Cases of non-compliance relating to the health and safety impacts of products and services	7. Product excellence and customer relations	

