

SUSTAINABILITY REPORT

We aim to be the change
drivers of the future.





Sustainability Report 24

Innovate today, to create value and ensure a sustainable future for everyone.



FROM OUR ROOTS TO THE PRESENT, THE FOUNDATIONS FOR A SUSTAINABLE FUTURE

The Camozzi Group was born in 1964 from the intuition of the three Camozzi brothers, who started up the production of pneumatic components for industrial automation.

p. 12

THE CAMOZZI GROUP TODAY

A winning combination of technology and industrial experience.

p. 14

UNDERTAKING A SUSTAINABLE PATH

For the Camozzi Group, sustainability is a strategic lever for people's well-being, the reduction of impact and innovation.

p. 23



THE GROUP'S CERTIFICATIONS

The Camozzi Group's approach to sustainability has been strengthened through certifications ensuring transparency, quality, and reliability.

p. 30

HIGHLIGHTS 2024

The main sustainability performances of the Camozzi Group - in summary.

p. 31



THE CAMOZZI GROUP'S COMMITMENT TO THE ENVIRONMENT

Environmental protection as a genuine responsibility, integrated into operational decisions to reduce impact and generate sustainable value.

p. 33

WE IMPROVE ENERGY EFFICIENCY AND EMISSIONS

Energy is considered a strategic lever, by monitoring consumption and investments in efficiency and renewable energy to create enduring value.

p. 34

WE DESIGN SUSTAINABLE PRODUCTS

Product sustainability drives development and competitiveness, combining innovation and design to reduce impact.

p. 40



WE EXPLORE SUSTAINABLE MATERIALS

The development of more sustainable materials is driving significant investments in research with the aim of combining high technical performance with reduced environmental impact.

p. 45

WE PURSUE THE IDEA OF CIRCULAR ECONOMY

The approach adopted is based on efficiency and circularity, with constant analysis of regulations and search for cutting-edge industrial solutions.

p. 48



SUMMARY



THE CAMOZZI GROUP'S COMMITMENT TO SOCIAL WELFARE

Employees, partners and communities are the soul of the Camozzi Group and the key to its success.

p. 53

THE ECONOMIC VALUE

p. 54

PEOPLE WITHIN THE COMPANY

A dynamic and global company, with people, companies and divisions operating worldwide.

p. 56



WE ARE COMMITTED TO IMPROVING PEOPLE'S WELL-BEING AND SAFETY

A constant commitment to ensure health and safety at work for all employees.

p. 62

WE INVEST IN PERMANENT TRAINING OF PEOPLE

In an evolving context, training is a key factor in addressing future challenges and supporting the development of skills.

p. 66



WE SUPPORT CULTURE, ART, AND TECHNOLOGY

Culture, art and technology are considered levers of growth, innovation and social value, balancing progress and human development.

p. 72

WE PROMOTE SPORT AS A TOOL FOR GROWTH AND INCLUSION

Sport brings people together, breaks down barriers and creates opportunities for growth for the most vulnerable.

p. 74

p. 76



This document was drafted with the contribution and collaboration of all the Camozzi Group offices and thanks to the involvement of some entities in our network with whom we entertain very close relationships and develop new production concepts.

We address this report to all our stakeholders, so that they can learn more about our commitments and activities.

Published by
Camozzi Group

For further information
Camozzi Group
Tel. +39 030 37921
www.camozzigroup.com

Graphic and creative project:
Mix Comunicazione
Concept: **Collectibus**

The President Speaks



Lodovico Camozzi

President and
Chief Executive
Officer



Dear Stakeholders,
This fifth edition of the Camozzi Group's Sustainability Report celebrates a special moment for us: the year 2024 marked the sixtieth anniversary of the founding of the Group. Our industrial history began in the manufacturing heart of Lumezzane and has grown over the years, consolidating operations in major international markets. Sixty years guided by a constant belief: **innovation is only valuable when it serves people and society.**

A simple yet powerful principle that has always guided our industrial choices and our commitment to increasingly responsible growth. From the development of intelligent products capable of predicting and reducing consumption, to permanent training of our people, to collaborations between the Camozzi Research Center and our global network: every action was aimed at innovation to create real, lasting value. For us, innovation means **producing better, consuming less, and respecting more.**

This vision has translated into technological solutions designed with attention to the entire product life cycle: we have initiated **the scientific measurement of environmental impacts** to identify areas for improvement and make our processes more efficient by reducing consumption, increasing the use of energy from renewable sources, and finding innovative and circular materials. This combination of approaches has allowed us to provide increasingly environmentally-friendly solutions and offer customers transparency, reliability, and measurable value.

But our commitment goes beyond the environmental dimension, because we place **people** at the heart of every decision. This is the essence of the **technological humanism** that has

been guiding our journey for years: developing solutions that reduce fatigue, enhance creativity, and improve the quality of life inside and outside the factory. With this spirit, we are also looking to new frontiers, such as generative Artificial Intelligence, capable of interacting with natural language and enabling advanced forms of prediction, personalization, and efficiency in production and organizational contexts, with the ultimate goal of bringing further added value to all our customers.

For these technologies to truly serve people, it is essential for us all to be prepared to understand and use them critically. For this reason, we have been investing in permanent training for years and have created **Camozzi LINK**, our corporate academy, which today stands as a company point of contact for the development of technical, digital, and interpersonal skills. We want our people to lead change, not to be subjected to it.

This spirit has led us to promote a global campaign dedicated to our values, to apply them in practice and share them across every Group location and department. **Respect, Excellence, and Innovative Action** are not just guiding principles, but behavior that must guide the way we work, collaborate, and grow, for a cohesive and forward-looking corporate culture.

We believe that industry should be a tool for progress capable of combining efficiency and inclusion, competitiveness and sustainability. In the pages of this new edition of our Sustainability Report, you will find confirmation of our vision.

Enjoy the reading,

*For us, innovation
means producing better,
consuming less, and
respecting more.*



Methodological note

This document constitutes the 2024 Sustainability Report of the Camozzi Group, with registered office in Milan, prepared on a voluntary basis. In this Report, the Group wishes to disclose its approach to sustainability issues to stakeholders, illustrating the main initiatives undertaken in 2024, as well as environmentally and socially significant innovations that have rendered the Camozzi Group a key player for the future of Industry 5.0.

The data and information reported herein refer to the fiscal year 1 January 2024 - 31 December 2024, in line with the reporting period of the Group's consolidated financial statements. Furthermore, the comparative data referring to the two previous financial years have been included to allow users to assess how the results achieved have evolved over time. Preparation of the document was based on a reporting process that involved the main organizational areas responsible for the subject matter discussed herein, paying special attention to data accuracy, clarity and verifiability in line with the GRI Standards, which were used as a reporting benchmark. The document was drafted with reference to the GRI Standards ("with reference to"). The paragraph entitled "GRI Content Index" contains the indicators discussed in the document, with information on their position within the Report.

The most relevant topics and initiatives to be reported were identified through a materiality analysis conducted between the end of 2024 and the beginning of 2025, using the GRI 3 "Material Topics 2021" standard as a methodological reference. This approach focuses on identifying topics relevant to the organization by analyzing the company's impacts on the environment and people. Furthermore, given the European Union's approval of the

Corporate Sustainability Reporting Directive (CSRD), the Camozzi Group decided to supplement the process of analysis with a preliminary report drafted with a view to aligning more closely with the double materiality principle, which will apply to the Group starting with the 2027 reporting period. As required by the European Sustainability Reporting Standards (ESRS), double materiality should complement impact materiality with an analysis of risks and opportunities related to sustainability topics that may impact the company's business performance and financial position. This analysis, conducted in addition to the analysis required by the GRI Standards, was not subject to limited review.

The process was divided into three main stages:

- **Context analysis and identification of impacts, risks, and opportunities** - based on a broad set of sources, including emerging European regulations in the Group's business sectors; corporate documentation (sustainability reports, data management systems, Code of Ethics, etc.); sustainability reports; and an AI platform capable of analyzing over 300 million scientific articles and public databases. This phase resulted in a preliminary list of potential impacts, risks, and opportunities applicable to Camozzi Group companies;
- **Impact, risk, and opportunity assessment** - conducted through thematic workshops with homogeneous working groups divided into environmental, social, and governance issues based on the expertise of the participating company representatives, including the Plant Managers of the Group's various divisions, Human

Resources, Supply Chain, Procurement, Sustainability, and Communications. With regard to the environmental aspect, the work was supported by the technical firm that fulfills the relevant compliance requirements for the Group's Italian companies. For each impact, the magnitude, scope, and probability (in the case of potential impacts) were assessed on a scale of 1 to 4. Representatives from the Finance and Legal Affairs offices were involved in the risk and opportunity assessment. For each risk/opportunity, the magnitude and probability of occurrence were assessed on a scale of 1 to 4. Furthermore, the assessments conducted were shared with two stakeholders from the banking and insurance industries for the purpose of validating the findings.

- **Prioritization of material topics** - The assessment results were aggregated to obtain an integrated view of the Camozzi Group's priority topics. From this perspective, topics associated with at least a high or very high magnitude were considered material.

The topics identified as material are described in more detail than in previous editions, still in line with the areas previously defined as material. Specifically:

- "Climate Change Mitigation," "Energy," and "Climate Change Adaptation" replaced the material topic "Climate Change Management, Energy Efficiency, and Green Energy";
- "Resource Use" and "Waste" replaced the material topic "Waste Management and Circularity";
- "Training and Skills Development" replaced the material topic "Training and Professional Growth";
- "Health and Safety," "Safe Employment," "Adequate Wages," "Equal Opportunities, Diversity, and Work-Life Balance" replaced the topic "Employee Health, Safety, and Well-Being." No specific KPIs related to salaries were reported, as the data is only partially available;
- "Corporate Culture" replaced the material topic "Governance and Sustainability Disclosures."

In 2024, supply chain-related topics, particularly "Supplier Management" and "Workers' Rights Along the Value Chain," gained greater relevance, partly due to the growing attention that this area receives internationally. Furthermore, substances of concern were shown as material, particularly regarding the presence of lead in materials processed by the Group's companies, due to the importance that this element has gained at the European level.

Finally, the topic of "Innovation and Digitalization 4.0," considered a material topic in the previous Report, was not included in the list of sustainability topics in 2024 as the Group now considers it an approach that has been integrated into its business model and uses it as a tool to mitigate and/or amplify its impacts on the environment and people.

The scope of non-financial data corresponds to the scope of the Camozzi Group Consolidated Financial Statements, with the exception of the specific items listed below:

*Integrating ESG criteria
is key to building a more
equitable and responsible
future.*



▪ the indicators concerning waste and materials include the Group's production companies only, given the non-significance of commercial subsidiaries in terms of environmental impact in these areas. In particular, the scope of these indicators includes the following Group companies: Camozzi do Brasil Ltda, Shanghai Camozzi Automation Control Co. Ltd, Camozzi Automation GmbH Germany, Camozzi India Private Limited, Camozzi Automation Spa, Camozzi Technopolymers S.r.l., Camozzi Automation Sp.zo.o., Camozzi SRB doo., LLC Camozzi, Camozzi Automation Inc, Innse Berardi S.p.A., Ingersoll Machine Tools Inc, Camozzi Advanced Manufacturing S.p.A., Compress S.r.l., Fonderie Mora Gavardo S.r.l., Newton Officine Meccaniche S.r.l., Marzoli Textile Machinery Manufactures Private Limited, Marzoli Machines Textile S.r.l.. For Camozzi Research Center Srl and Camozzi Pnevmatika LLC, only the indicators related to materials are available.

▪ with regard to the subsidiaries Sam Progetti S.r.l., Are S.r.l., and Innse-Berardi Shanghai Machine Tools Trading Co Ltd, only personnel-related indicators were reported, given the insignificant energy consumption due to the size of the facilities.

Compared to the previous year, the Group decided to update the safety indicators being reported, also in line with developments in the reference context. For this reason, the number of injuries with serious consequences was no longer reported, but only the total number of recordable injuries, supplemented by the number of days lost due to injuries. To this end, the 2023 indicators were also revised to ensure methodological consistency and data comparability.

This document was approved by the Board of Directors on 31/10/2025 and submitted to external assurance activities according to the "limited assurance" principles.



You may **view** and **download** the Report at:

<https://en.camozzigroup.com>



For clarifications and more information,
please send an email message to:
info@camozzi.com

FROM OUR ROOTS TO THE PRESENT, THE FOUNDATIONS FOR A SUSTAINABLE FUTURE

The Camozzi Group was born as a **family-run company** in Brescia from the intuition of the three Camozzi brothers (Attilio, Luigi and Geromino), who started up the production of pneumatic components for industrial automation for the first time in 1964. From the very beginning, the company stood out for some fundamental values that would become the cornerstones of the Group's business model: **value of work, appreciation of people, and constant search for technological innovation.**

Over the decades, the Group has expanded its business in various sectors, from textile machinery and large-scale machine tools to the advanced engineering of raw material working processes, focusing particularly on innovative technologies and materials for additive manufacturing and on the development of mechatronic solutions for smart manufacturing.

The Group's in-depth knowledge of various production processes constitutes the value added by the Camozzi world: it ensures the understanding of new technology developments, market structures, and social environments, thus guiding research and innovation towards new frontiers of productivity and sustainability. The strong drive towards

technological innovation which projects the Group companies towards the future of the industrial world is accompanied by the Group's belief that "a company's growth model is sustainable over time when its business objectives are pursued in conjunction with social and ethical objectives" (Code of Ethics of the Camozzi Group). This approach is embodied in the Camozzi Group's Code of Ethics, which guides all its companies' activities towards a harmonized behavioral model based on compliance with the law, loyalty, fairness, and efficiency in internal and external relationships in order to promote opportunities for collaboration, growth, and development for all stakeholders with whom the Group interacts. This combination of dedication, inventiveness, skills and ability to look to the future are the ingredients that have ensured the creation of a now solid Group, oriented towards growth, innovation, and expansion on international markets.

Today, in addition to being an Italian multinational leader in the production of innovative components and systems for industrial automation, the Camozzi Group is **among the active players that promote the development**



of Industry 5.0, an industrial model promoted by the European Commission that focuses on worker well-being, environmental sustainability, and the responsible use of resources. Such a model aims for a more resilient, digital, and human-centered industry, where technologies such as AI, big data, and additive manufacturing enable increasingly flexible and circular production processes. In this vision, **industry becomes a driver for social progress, contributing to climate neutrality and shared prosperity through a “human-centered” approach to technology, always designed to serve people.**

To strengthen this positioning, the Camozzi Group actively participates in **industry networks and associations**, contributing to the debate on the key issues of industrial innovation and sustainability. Such **institutional relations** not only foster engagement with public and private-sector stakeholders in the production system, but also act as **a strategic channel for anticipating technological trends**, regulatory developments, and European priorities. Continued engagement with qualified stakeholders fuels the Group’s long-term vision, allowing it to consolidate

its leading role in Industry 5.0 and consciously directing its investments. In this context, relations become a lever for development, helping to increase the Group’s ability to **spearhead innovation** and translate it into value for industry and society.

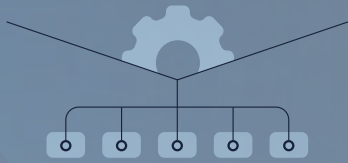
The Group is a member of numerous industry associations, including:



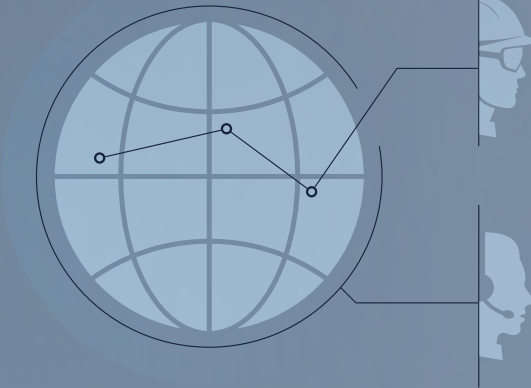
From our roots to the present, the foundations for a sustainable future

THE CAMOZZI GROUP TODAY

11 Companies organized in **5** Divisions



+3,000 Employees average figure for 2024



25 Production sites in Europe, China, India, and the USA

39 Subsidiaries and service centers in over **80** Countries



€592 mln
2024 revenues

3% Revenues invested in R&D

19% Sales in Italy

81% Export

Revenues by Division

	2023	2024
Automation	75%	72%
Machine Tools	13%	18%
Manufacturing	12%	10%
TOTAL	€560 mln	€592 mln

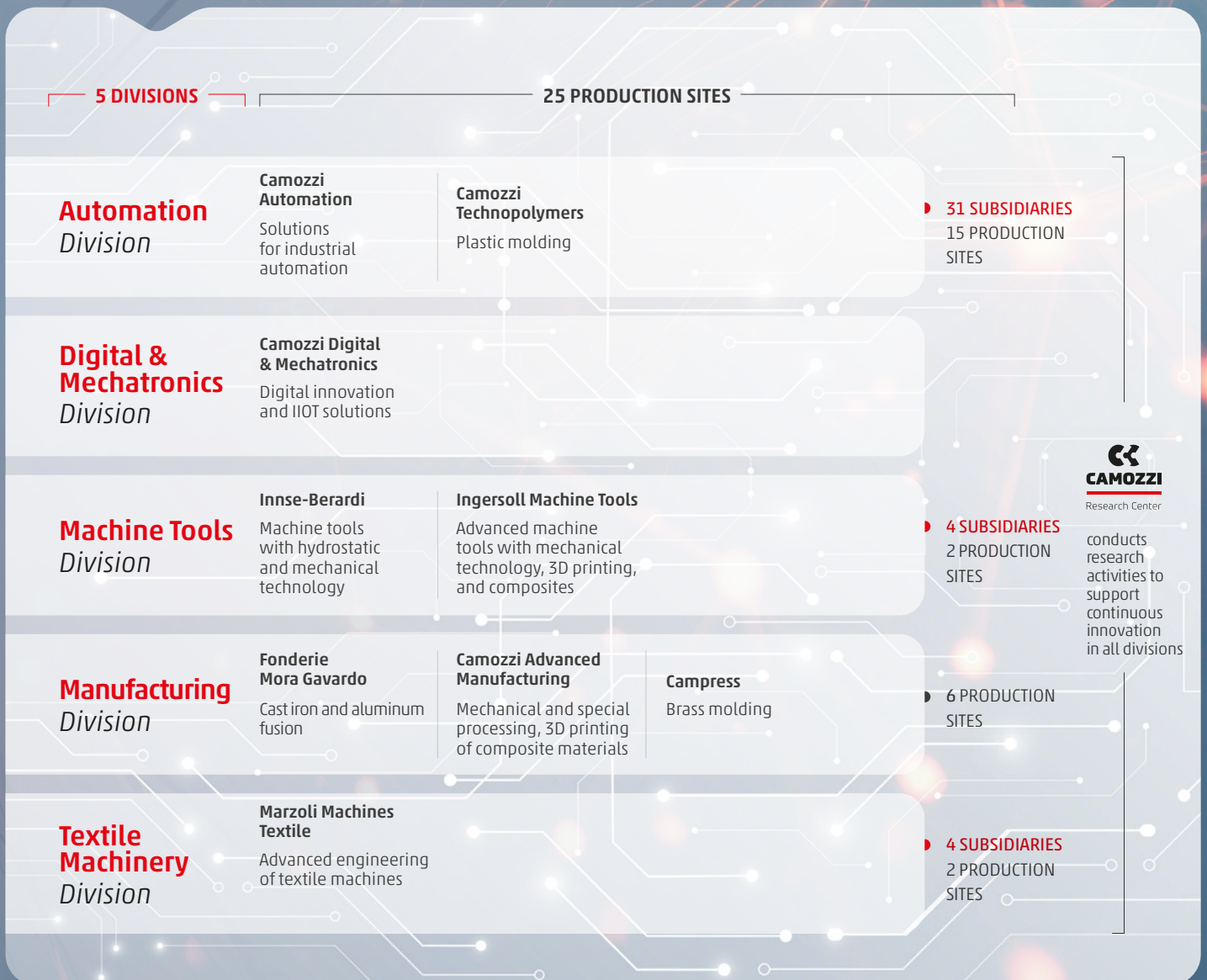
Revenues by Area

Area	2023	2024
EMEA excluding Italy	54%	51%
America	16%	16%
APAC	6%	14%
Italy	24%	19%



A winning combination of technology and industrial experience

The Group's 5 Divisions



The Camozzi Group companies are divided into **five divisions**, which specialize and are differentiated on a technical and production level. These divisions benefit from financial, commercial, logistics and organizational synergies that guarantee **high standards of efficiency** in the operational management of their respective activities.

5

Divisions

11

Companies

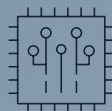
Automation Division



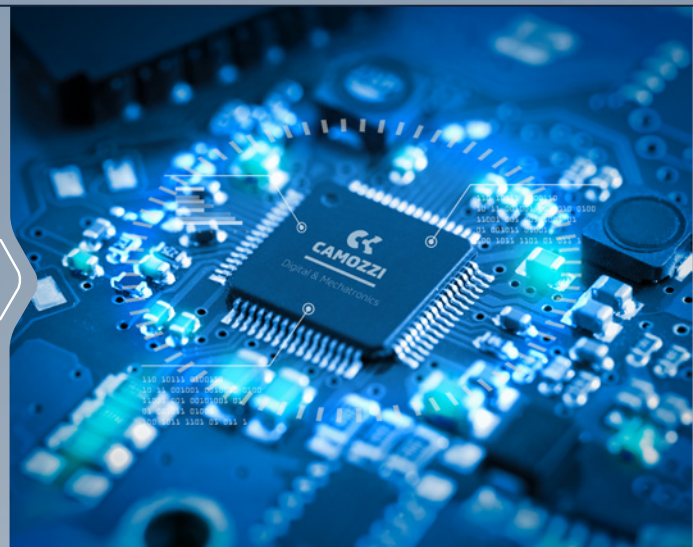
Camozzi Automation is the leader in the design and production of components for motion and fluid control, and systems for industrial automation, transportation, and life sciences. It offers smart solutions that integrate mechanics, pneumatics, electronics, and digital, using advanced technologies such as IIoT, Machine Learning, and AI to create true cyber-physical systems.



Digital & Mechatronics Division



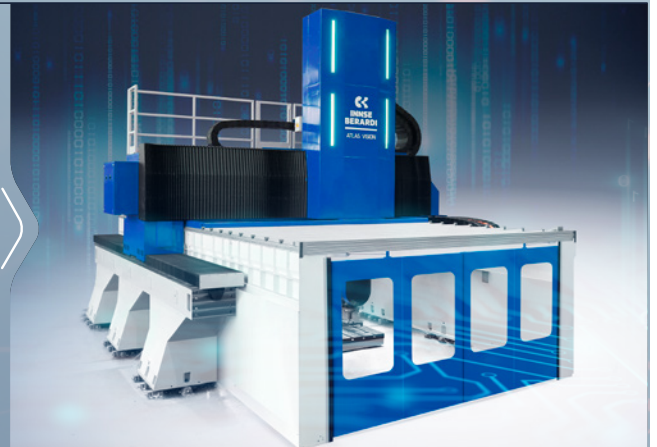
The **Digital & Mechatronics Division**, divided into three Business Units, supports companies in digitization through customized algorithms and customized MES systems, software and firmware for condition monitoring, and advanced dashboards. Thanks to its expertise in mechatronics, it is able to co-engineer integrated solutions for the development of cyber-physical systems with electronics produced in-house. One business unit is entirely dedicated to developing tools to optimize work flows and manage data using artificial intelligence and machine-learning techniques.



Machine Tools Division



The Machine Tools division operates in the sector of large special machine tools and advanced manufacturing. It comprises **Ingersoll Machine Tools** and **Innse Berardi**, which offer integrated solutions for markets such as heavy machinery, transportation, energy, aviation, and aerospace. Innse Berardi specializes in machine tools equipped with digital systems for production monitoring and predictive maintenance. Ingersoll is a competence center for the creation of machines for additive manufacturing such as 3D printing and fiber placement.



Manufacturing Division



The Manufacturing Division comprises four specialized companies (**Camozzi Advanced Manufacturing**, **Campress**, **Fonderie Mora Gavardo** and **Newton**) and operates as an EPC Contractor, providing support from the initial design stages to the transformation of raw materials. Thanks to internal synergies and advanced technologies such as additive manufacturing, it is able to optimize production, logistics, and management processes. It offers cast iron and aluminum casting, mechanical machining, large-scale 3D molding and brass molding, including for the heavy industry.



Textile Machinery Division



The Textile Machinery division is among the principal European manufacturers of spinning machines. **Marzoli**, a historic textile machinery company, now operates as a textile engineering company, offering complete systems, control electronics, and advanced management systems to maximize production yields. Thanks to synergies with the Group's digital expertise and use of technologies such as cloud computing, smart sensors, and machine learning, Marzoli develops platforms to optimize and digitize the entire spinning process.





The Group has gradually built a true ecosystem dedicated to research and innovation.

Technological progress, with all its complexities, constitutes a strategic factor for economic, industrial, and social development. Being part of this change requires vision, expertise, and the ability to transform challenges into opportunities. The Camozzi Group has long chosen to take up this responsibility, setting itself apart as **a highly technologically advanced industrial enterprise**. The Group's companies develop **advanced solutions by combining industrial**

expertise and innovative technologies with the aim of improving business performance and generating positive impacts in terms of efficiency, competitiveness, and sustainability. To realize this vision in practical terms, the Group has gradually built **a true ecosystem dedicated to research and innovation**. A network of universities, research centers, institutions, and companies has developed around the Camozzi Research Center (CRC), fostering the

sharing of unique competencies at the national and international levels. CRC fosters a dynamic environment where the development of ideas, technologies, and new business models can be accelerated, **working in synergy with the Group's five divisions**. These divisions embrace and implement innovations, adapting them to the specific needs of their respective sectors thanks to their advanced and consolidated industrial expertise.



TECHNOLOGY PARTNERS



- Siemens
- Microsoft
- SAP
- ABB
- SECO

UNIVERSITIES



- Politecnico di Milano
- Politecnico di Torino
- Università degli Studi di Brescia
- Scuola Superiore Sant'Anna di Pisa
- Università Cattolica del Sacro Cuore
- Università degli Studi di Bologna
- Università degli Studi di Udine
- Università Federico II di Napoli
- The University of Maine
- Shanghai Institute of Technology
- National Institute for Aviation Research c/o Wichita State University

RESEARCH CENTERS



- IIT Istituto Italiano di tecnologia
- Oak Ridge National Laboratory

INSTITUTIONS



- European Union
- Italian Ministry of University and Research
- Lombardy Region

Multidisciplinary hub

created with the aim of coordinating the Group's internal R&D and promoting technological networking according to an open innovation and partnership approach, among other things. It develops multiple direct collaborations with academic institutions, centers of excellence, and technology partners in order to bring research directly into the Group's factories.

The ultimate objective of the CRC is to contribute to defining the manufacturing practices of the future by promoting the development of an advanced factory model capable of meeting the challenges of Industry 5.0, placing the value of people and of the environment at the heart of production processes.



Having a sustainable approach means aligning choices and responsibilities for everyone's future.

From our roots to the present, the foundations for a sustainable future

GOVERNANCE AT THE CAMOZZI GROUP

The Group's corporate governance follows the traditional Italian administration and control model.

The **Board of Directors** (BoD) oversees the company's ordinary and extraordinary operations.

The parent company Camozzi Group S.p.A. has adopted an **Organization, Management and Control Policy pursuant to Legislative Decree No. 231/2001** to prevent the commission of crimes and base its activities on the principles of transparency and integrity, as well as to ensure conditions of fairness in the conduct of corporate activities and protect its reputation and that of its stakeholders.

The **Supervisory Body** (SB) is responsible for supervising the operation, effectiveness, and compliance of the Organization, Management and Control Policy and the company's Code of Ethics and is also in charge of dealing

with any whistleblowing reports sent through dedicated channels.

The audit of the company's accounts has been entrusted to an independent third-party company.

Sustainability Governance

The Camozzi Group has had an **ESG Committee** since 2023. It comprises representatives of the company's top management and it is chaired by the Chief Sustainability Officer (CSO).

The Committee meets regularly to define strategic directions and monitor the progress of environmental, social, and governance projects, ensuring full alignment with the Group's principles and values.



Inspiring people and businesses to embrace change, creating solutions that combine industrial value, social well-being and respect for the environment.





UNDERTAKING A SUSTAINABLE PATH

For the Camozzi Group, sustainability is a strategic lever that aims to improve people's well-being, reducing its environmental impact and promoting innovative solutions. The company has adopted responsible practices that contribute to the quality of life and create long-term value, not only for the company, but also for employees, customers and the community.

The combination of sustainability and innovation,

which has characterized the Group's operations for years, has taken on greater and greater importance over time, becoming an essential part of the corporate identity.

Today, these two elements can no longer be considered separately: together, they form the driving force of a growth model geared towards shared value.

This awareness, which has gradually developed and is now fully integrated into the Group's business strategy, has been formalized in the Group's mission, vision, and value system, consistently expressing its positioning within a constantly evolving competitive landscape.

In this constant transformation and improvement process, the Group is trying to increasingly integrate regulatory and market requirements into its strategic approach to sustainability. For this reason, between the end of 2024

and the beginning of 2025, the Group for the first time adopted the double materiality approach promoted at the European level, following a process structured into three main phases:

- **context analysis and identification of impacts, risks, and opportunities** - based on a broad set of internal and external sources, leading to a preliminary list of potential impacts, risks, and opportunities applicable to Camozzi Group companies;
- **assessment of impacts, risks, and opportunities** - conducted through thematic workshops with homogeneous working groups, divided into environmental, social, and governance aspects according to the expertise of the participating company representatives, who assessed the



relevance of the impacts, risks, and opportunities identified in the previous phase. Furthermore, the assessments conducted were shared with two stakeholders from the banking and insurance industries for the purpose of validating the findings;

- **prioritization of material topics** - the assessment results were aggregated to obtain an integrated view of the Camozzi Group's priority topics. From this perspective, topics associated with at least one impact, risk, or opportunity with high or very high significance were considered material.

The following is a summary of the material topics and their relevant impacts, risks, and opportunities:



Mission

Standing as an inspiration for the industry by developing innovative technologies, products, and solutions capable of contributing to social welfare and environmental protection thus shaping the future world.



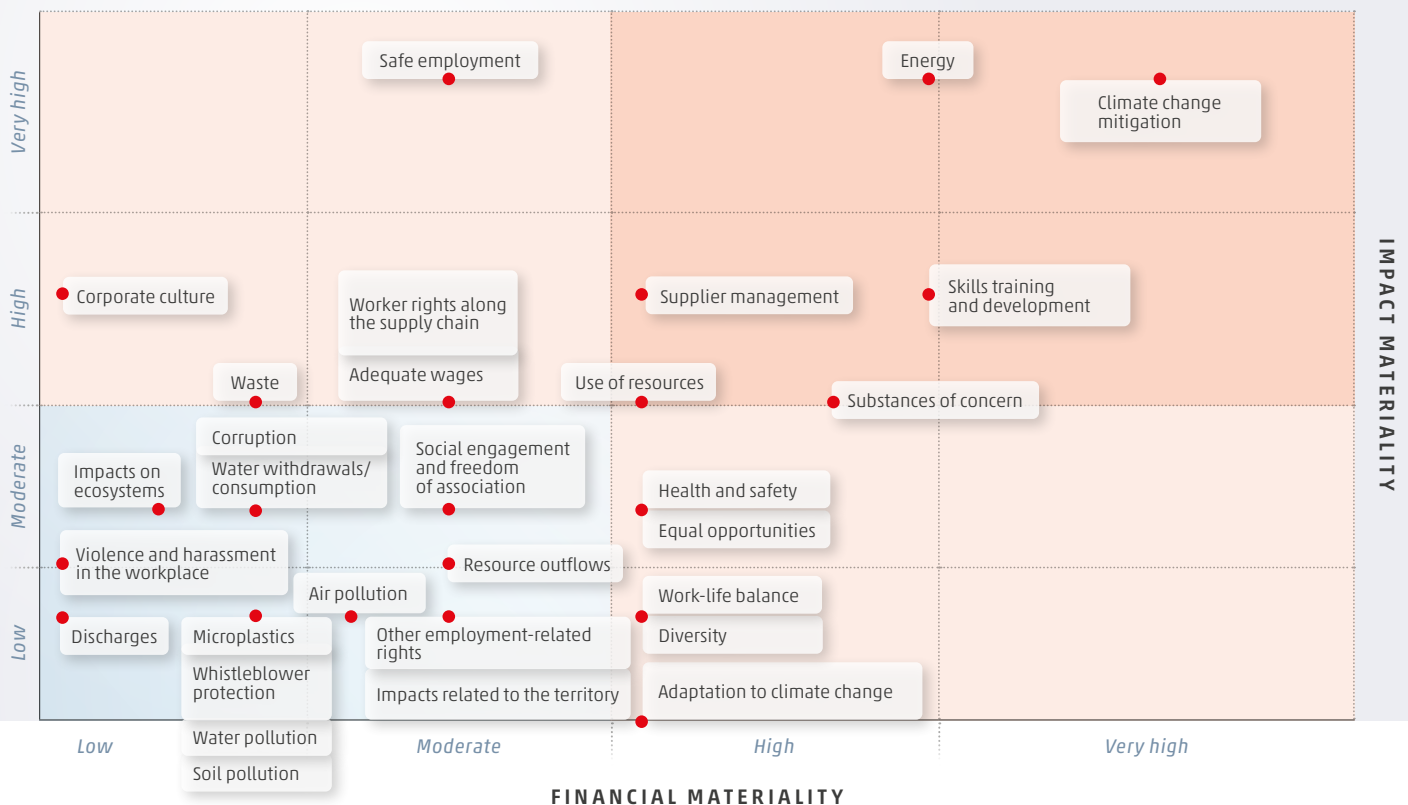
Vision

Acting as a technology market leader capable of interpreting future megatrends to lead customers and help them express their industrial potential.

The Double Materiality Matrix

Material either in terms of impact or in financial terms

Material both in terms of impact and in financial terms



Material topics and their relevant impacts, risks, and opportunities – in summary

MATERIAL TOPIC	LEVEL OF MATERIALITY	TYPE	DESCRIPTION	SUPPLY CHAIN PHASE
Climate change mitigation	Double materiality	Actual negative impact	Contribution to the increase in greenhouse gas concentrations in the atmosphere due to company activities	Own operations
		Actual negative impact	Contribution to the increase in greenhouse gas concentrations in the atmosphere due to the use of energy-intensive materials	Upstream supply chain
		Risk	Gradual increase in some operating costs due to stricter climate and energy regulations	-
		Risk	Potential difficulties in promptly meeting the growing demand for highly advanced carbon-emitting products	-
		Opportunity	Capturing market growth for low-carbon products	-
Energy	Double materiality	Actual negative impact	Energy consumption	Own operations
		Risk	Energy dependence: rising prices may substantially increase business costs for energy carriers.	-
		Opportunity	Reduced fixed energy costs and lower supply risks through investments in renewable energy and energy efficiency.	-
Training and skills development	Double materiality	Actual positive effect	Employee professional growth	Own operations
		Opportunity	Business growth and development thanks to highly qualified personnel	-
Substances of concern	Double materiality	Actual negative impact	Use of materials containing lead, which falls within the definition of Substances of Very High Concern	Operazioni proprie
		Risk	Increasing costs imposed by regulations aimed at reducing the impacts of Substances of Very High Concern, particularly lead.	-
Supplier management	Double materiality	Risk	Potential critical issues due to supply chain disruptions in terms of procurement quality and consistency	-
		Potential positive effect	Reduced social and environmental impacts of suppliers thanks to purchasing practices that promote more sustainable business operations	Upstream supply chain

MATERIAL TOPIC	LEVEL OF MATERIALITY	TYPE	DESCRIPTION	SUPPLY CHAIN PHASE
Use of resources	Double materiality	Actual negative impact	Environmental impacts associated with the use of non-renewable materials	Own operations
		Risk	Possible procurement difficulties and increased operating costs due to shortage of, and strong global demand for, raw materials that are becoming scarce.	-
		Opportunity	Market opportunities for products with recycled/recovered materials	-
Safe Employment	Impact materiality	Actual positive effect	Employment stability for workers	Own operations
Worker rights along the value chain	Impact materiality	Potential negative impact	Potential critical issues linked to compliance with working conditions along the value chain, particularly in contexts not directly under the company's control	Upstream supply chain
Adequate wages	Impact materiality	Actual positive effect	Financial stability at all organizational levels	Own operations
Waste	Impact materiality	Actual negative impact	Production of waste from manufacturing activities	Own operations
Corporate culture	Impact materiality	Potential positive effect	Ethics and fairness in business	Own operations
Adaptation to climate change	Financial materiality	Risk	Increase in extreme weather events	-
Health and safety	Financial materiality	Risk	Potential implications for reputation or production associated with injuries, including in environments characterized by high safety standards.	-
Equal opportunities, diversity, and work-life balance	Financial materiality	Risk	Possible difficulties in recruiting new talent due to constantly evolving expectations about working life, particularly among younger generations.	-

Activities conducted for the purpose of the double materiality analysis have allowed the Group to consciously reconsider its activities and to better understand its interactions with the context in which it operates.

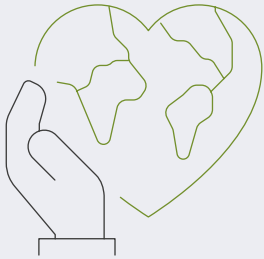
This is a highly valuable analytical operation that will contribute to defining the Group's sustainability targets

for 2025, ensuring consistency between defined strategic guidelines, corporate goals, real priorities, and evolving scenarios.

In particular, the strategic guidelines on which the Group will be focusing its actions over the coming years, aligning its strategies with global sustainability trends with increasing determination, are as follows:

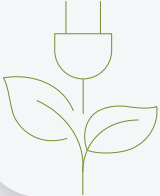
Undertaking a Sustainable Path

The sustainability strategy



The Camozzi Group's commitment to the environment

Energy, innovation and sustainable materials to reduce impact and drive ecological transition.



7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

WE IMPROVE ENERGY EFFICIENCY AND GHG EMISSIONS

Faced with the challenge of climate change and the European goals for 2030 and 2050, the Camozzi Group considers reducing its energy footprint as a priority. This commitment has translated into searching for **solutions based on renewable sources, efficiency technologies, and digital tools to optimize consumption and reduce CO₂ emissions.**



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

WE DESIGN SUSTAINABLE PRODUCTS

The Camozzi Group focuses on technological innovation and digitization to develop intelligent, connected solutions that can **guide customers toward more efficient and sustainable production.** The evolution of the product portfolio is based on levers such as lightweight design, remote control, predictive maintenance, and environmental impact assessment through LCA, with the aim of combining high performance with respect for the environment.




12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

WE EXPLORE SUSTAINABLE MATERIALS

The Camozzi Group invests in the search for innovative and sustainable materials, such as polymers from renewable sources, lead-free alloys, and advanced composites. In collaboration with universities and research centers, these solutions have been integrated into products **to reduce their environmental impact and provide high performance levels.**

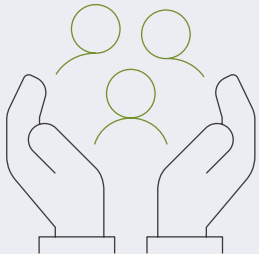


12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

WE PURSUE THE IDEA OF CIRCULAR ECONOMY

The Camozzi Group actively pursues the transition to an increasingly circular industrial model by adopting an approach geared toward **reducing the use of resources, reusing by-products, and recycling materials.** The adoption of the three Rs—Reduce, Reuse, and Recycle—has been guiding the Group's continuous improvement of its production processes toward increasingly compliant approaches.



The Camozzi Group's commitment to social welfare

People, culture and inclusion as cornerstones for shared and responsible development.



WE ARE COMMITTED TO IMPROVING PEOPLE'S WELL-BEING AND SAFETY

Pursuing a widespread culture of safety and adopting high standards for personal protection and accident prevention is an ongoing commitment for the Group. These aspects concern not only the workplace, but also the products and technologies it develops: **making the relationship between man and machine increasingly safe and advanced** is a key aspect of the Group's research and development activities.



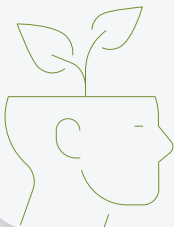
WE INVEST IN PERMANENT TRAINING OF PEOPLE

The speed at which markets and technologies are evolving and transforming makes it essential to keep one's knowledge in step with change. This is why the Camozzi Group offers its people the opportunity **to build or consolidate a broad set of increasingly advanced skills**, which can become levers of success for both professional and personal challenges.



WE SPONSOR CULTURE, ART, AND TECHNOLOGY

The Camozzi Group believes that culture, art, and technology are essential pillars for the development and growth of a local area. This is why it sponsors associations, foundations, and institutions committed to protecting and promoting artistic and cultural heritage of a region or facilitating access to technology and STEM subjects, both for young students and for adults and families. The underlying objective is **to build an open dialog between industry, the local area, and citizens** to provide solid solutions for younger and older generations.



WE PROMOTE SPORT AS A TOOL FOR GROWTH AND INCLUSION

The Camozzi Group believes in sport as a lever for education and social inclusion. This is why it **sponsors local sports associations and initiatives dedicated to encouraging access to sport** for young people and people with disabilities, creating concrete opportunities for social interaction, personal growth, and active participation in the local community.



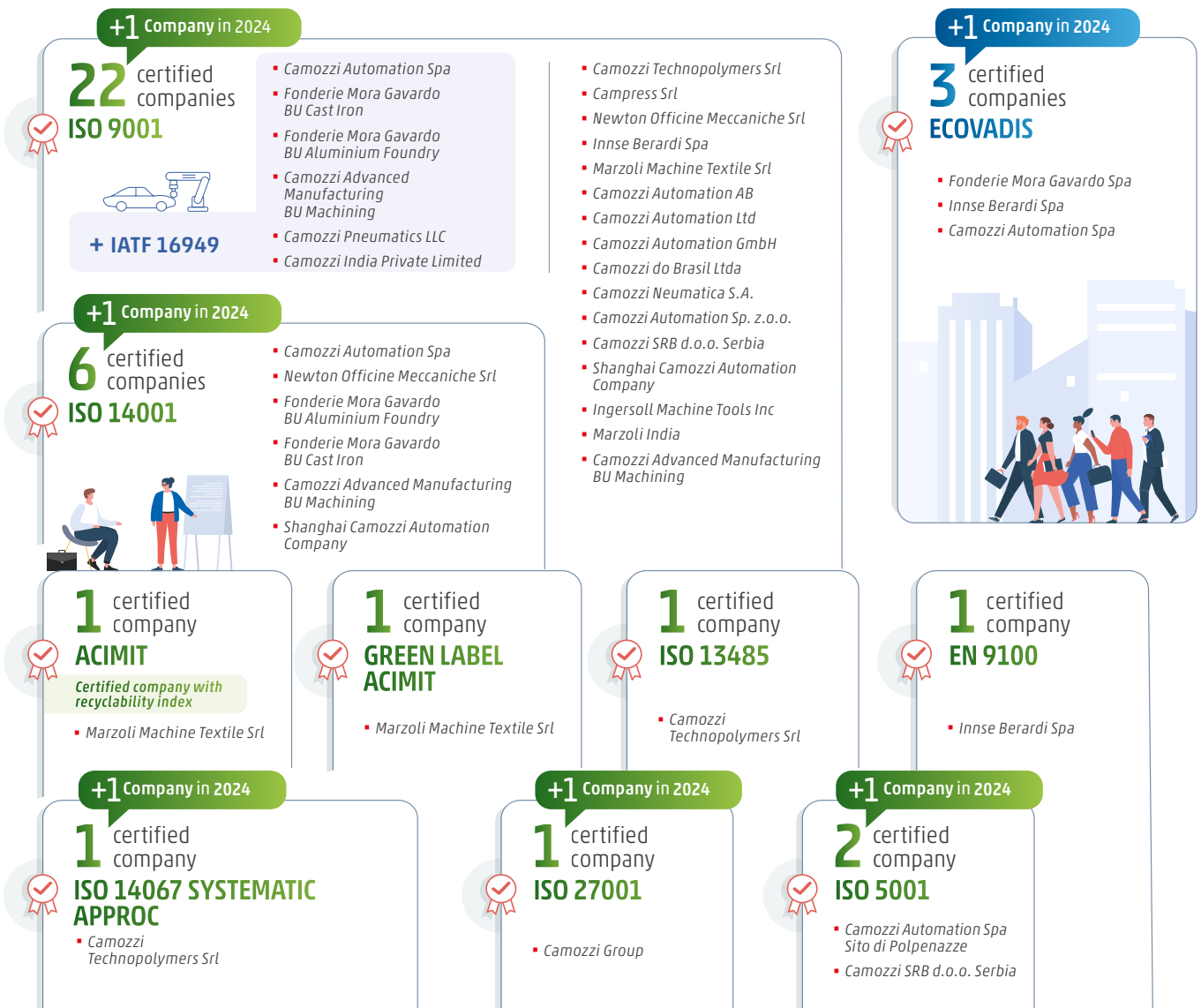
The Group's Certifications

The Camozzi Group's approach to sustainability has been strengthened through a broad set of certifications, essential tools for ensuring the transparency, quality, and reliability of the activities carried out by its companies.

Certifications concerned **environmental management** (ISO 14001), **product and process quality** (ISO 9001, ISO 13485, IATF 16949, EN 9100), **occupational health and safety** (ISO 45001), and **information security** (ISO 27001). These tools stand as a guarantee of compliance with international standards, and constitute a **distinguishing factor in the market** and a driver for ongoing innovation, competitiveness, and continuous improvement.

In 2024, the Group further expanded the scope of certified companies, extending some management systems to five additional enterprises. For 2025, the goal is to further strengthen this process, with the introduction of ISO 45001 at two new sites and ISO 27001 at another company.

Furthermore, in 2024, Camozzi Technopolymers obtained **certification for its carbon footprint calculation using a "systematic approach"** for its microduct connectors Series V4000 PLUS LE in accordance with standard **ISO 14067**, ensuring the reliability of data and the robustness of the calculation method used.



Highlights 2024

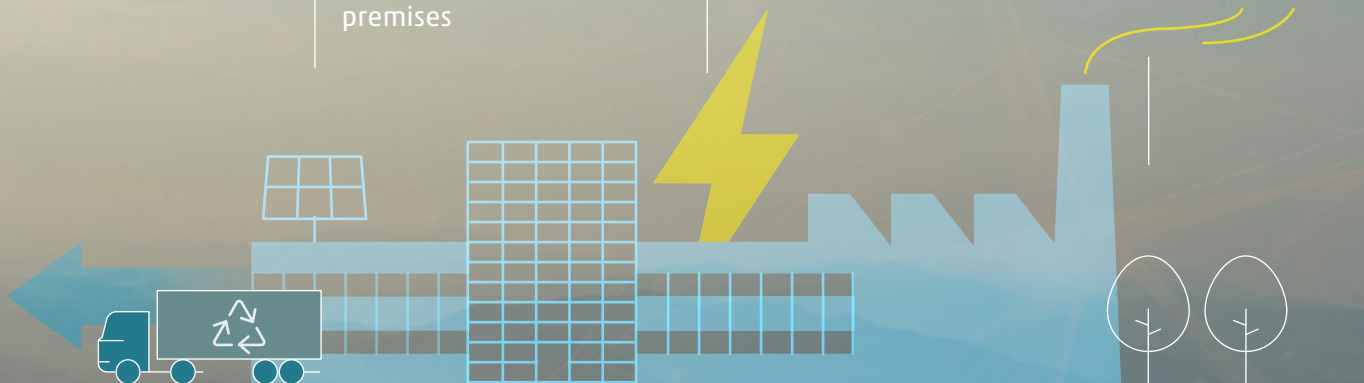


Over **8MW** of solar power systems installed at the Italian plants

7.131MWh of green electricity self-produced at the Group's premises

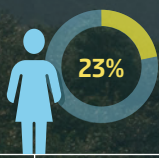
105.770MWh of total energy consumption
 ↓ **19%** from renewable sources

27.296 tCO₂eq of Scope 1 and Scope 2 emissions (location-based)



93% of waste sent for recycling

8.024ton of brass recycled and reintroduced into the production cycle after processing by specialized companies



23% of employees are women



95% under permanent employment contracts



4,7 recordable injury rate



9,5 average training hours per capita / year



*We consider energy a responsibility:
less waste, more efficiency, for a more
solid future and a planet that truly
breathes.*





THE CAMOZZI GROUP'S COMMITMENT TO THE ENVIRONMENT

For years the Camozzi Group has been striving to transform energy into a strategic lever: by monitoring consumption and data, investing in efficiency and renewable energy, reducing emissions and risks, creating enduring value for persons, environment and business. A vision that not only safeguards tomorrow's resources, but also strengthens the company's resilience facing an increasingly uncertain and complex future.

The Camozzi Group's Commitment to the Environment

WE IMPROVE ENERGY EFFICIENCY AND EMISSIONS

The Camozzi Group's Approach

As the Camozzi Group operates in highly energy-intensive sectors, it has always placed the utmost importance on the **efficient and responsible management of energy sources**. Reducing consumption is a cornerstone of its management processes, not only to contain operating costs but also to limit environmental impacts and contribute to the protection of resources for the benefit of present and future generations.

In this context, the Group has adopted an increasingly structured

approach to **continuously improving energy performance and reducing emissions**, in the awareness that these aspects at the same time represent environmental impacts to be mitigated and risk factors to be managed, with potential repercussions on the Group's financial and economic soundness.

The strategic guidelines followed at all company plants are twofold:

- **Continuously pursuing energy efficiency:** through continuous consumption monitoring, system

sensorization, and in-depth data analysis, the Group is able to promptly identify critical areas and opportunities for intervention, implementing targeted actions to optimize processes;

- **Increasing the amount of energy from renewable sources:** through the installation of proprietary photovoltaic systems and the purchase of Guarantees of Origin, the Group constantly monitors the market to find innovative procurement solutions and opportunities consistent with the operational characteristics of its sites.

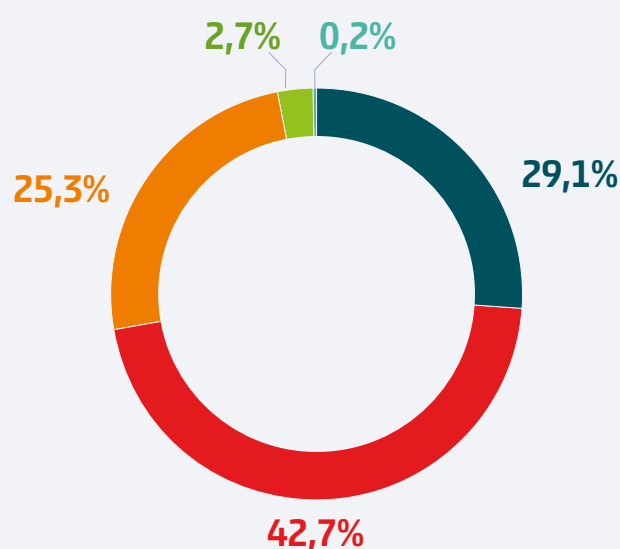
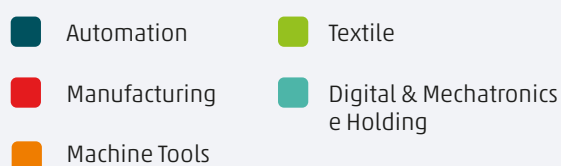
In 2024, the Camozzi Group companies' overall energy consumption amounted to 105,770 MWh, a 7.8% reduction compared to the previous year. This achievement was the result of energy efficiency initiatives implemented over time and ongoing investments in renewable sources.



Group energy consumption (MWh)¹

	2022	2023	2024
Fuel and combustibles	42.759	35.499	36.243
<i>Natural gas</i>	28.485	25.498	26.129
<i>Diesel oil</i>	3.874	4.057	4.375
<i>Gasoline</i>	5.064	5.305	5.063
<i>LPG</i>	4.674	67	55
<i>Fuel oil</i>	662	572	621
Purchased electric power	70.556	67.167	60.407
<i>of which, renewable</i>	134	150	7.601
District heating	5.094	4.955	4.685
Self-produced electricity from renewable sources	2.889	5.327	7.131
<i>of which, delivered to the grid</i>	466	1.743	2.696
Total energy consumption	121.764	114.692	105.770

Energy consumption breakdown by division (%) - 2024

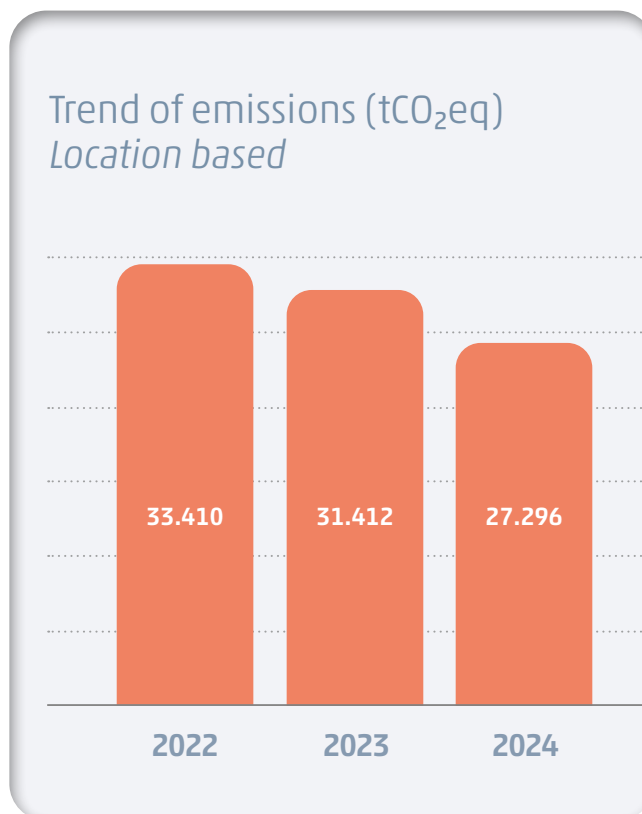
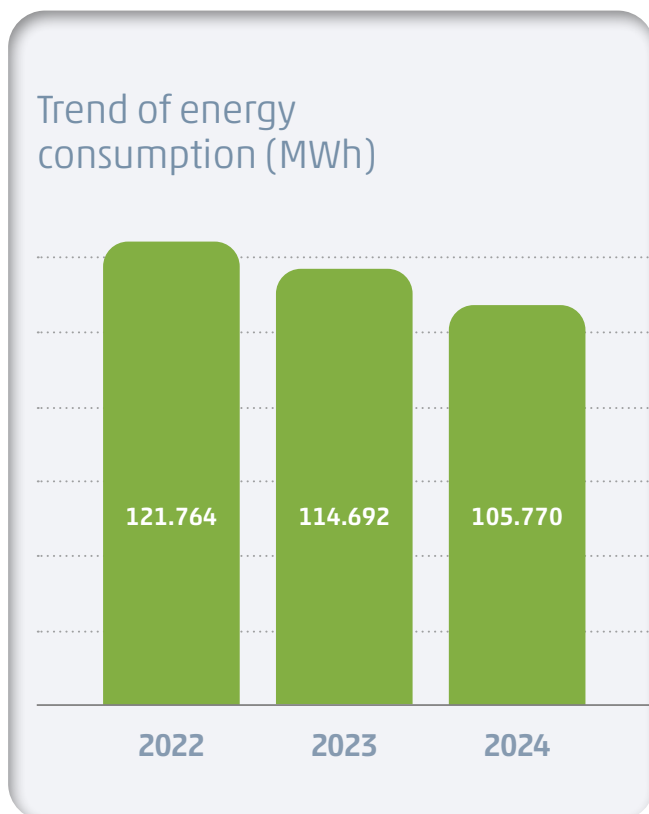


Specifically, the year 2024 witnessed a decrease of approximately 10% in purchased electricity. This resulted in a **17% reduction in Scope 2 emissions**. Furthermore, the year 2024 witnessed a significant increase in the use of **renewable energy**, both self-produced and purchased through Guarantees of

Origin (GOs). Thanks to these investments, energy from renewable sources **reached 19% of the Group's total electricity demand in 2024**.

This milestone demonstrates the Group's progressive path towards sustainability, based on concrete actions capable of delivering tangible results.

¹ For further information on the conversion factors used, please refer to the chapter "Notes on the calculation methodology"



Total emissions (tCO₂e) ²

	u.m.	2022	2023	2024
Scope 1	tCO ₂ e	9.649	8.283	8.168
Scope 2 - location-based	tCO ₂ e	23.761	23.128	19.128
Scope 2 - market-based	tCO ₂ e	<i>n.a</i>	<i>n.a</i>	26.023
Total Scope 1 and Scope 2 emissions (location-based)	tCO₂e	33.410	31.412	27.296

Starting in 2024, the Group has also adopted a market-based methodology for measuring Scope 2 emissions, with the aim of monitoring the impact of renewable energy purchases on emissions reductions over time and assessing the progress made.

² For further information on the calculation method used, please refer to the chapter "Notes on the calculation methodology"

Increase in energy from renewable sources

To reduce carbon dioxide emissions related to energy consumption, the Group has been investing heavily in producing renewable energy and increasing energy efficiency at its plants. Over the years, the presence of photovoltaic systems within the Group has grown, precisely for the purpose of strengthening self-production of clean energy. In 2022, systems with a capacity of 3.3 MW were in operation in Italy. Between 2023 and 2024, greater efforts were made achieving **over 8 MW of installed power** at the Italian plants.

During 2024, the work carried out was consolidated and feasibility studies were conducted to expand the company's plants by approximately 1 MW and include the installation of energy storage systems. Some foreign subsidiaries were also provided with photovoltaic systems for on-site renewable energy generation, particularly at Camozzi Automation's subsidiaries in Germany, the United States, and the Netherlands.

Between 2023 and 2024, greater efforts were made achieving over 8 MW of installed power



Constant pursuit of energy efficiency

During 2024, the Group continued its journey towards increasingly efficient energy management by reducing consumption and taking action against sources of waste with a structured approach.

In 2024, a **cross-departmental campaign** was launched at all of the Group's Italian plants **aimed at identifying and correcting compressed air leaks**, one of the main sources of energy inefficiency in production processes.

In 2024, 50% of the sites were involved.

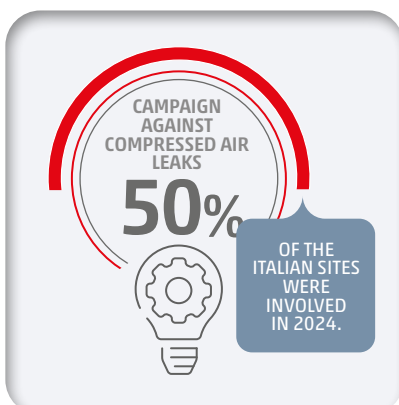
The goal is to complete such work at the other plants by the end of 2025.

This activity led to:

- accurately monitoring critical leakage points,



- quantifying the volume of leaked air and the associated energy,
- activating a comprehensive action plan, including both immediate actions and more complex and structural operations.



This initiative, for the first time, provided an aggregated and structured overview of avoidable energy consumption, which was estimated at approximately 1,480 MWh/year.



Priority actions for 2025 have been defined in order to repair and/or replace certain components of the pneumatic network, which will eliminate the identified leaks and avoid approximately 560 tons of CO₂eq/year. This comprehensive analysis also included **energy audits** conducted at the Group's energy-intensive sites, which resulted in identifying additional efficiency measures specific to each plant.

With a view to continuously improving energy efficiency, two

significant improvement actions were implemented at the Cast Iron Business Unit of Fonderie Mora Gavardo. Firstly, a new molding machine was installed. It will reduce energy consumption by approximately 8.5% by eliminating compressed air during mold filling. Secondly, the gas distribution line was upgraded, making it more efficient and eliminating previously detected leaks.

The old gas heating systems were dismantled and replaced with **heat pump systems** at the Camozzi

Automation plants in Villa Carcina and at the Camozzi Advanced Manufacturing plants in Paitone. This project ensures air conditioning in the production departments throughout the year by using **renewable electricity self-generated by photovoltaic systems**. Gas consumption was almost completely eliminated, with environmental benefits expected starting from consumption data for 2025.

Pursuing efficiency in mobility and logistics



Another area of focus concerned **sustainable mobility and logistics**, areas in which the Group launched dedicated working groups to assess the feasibility of various strategic actions. These included the progressive upgrade of the company's car fleet with hybrid and fully electric vehicles and the optimization of logistics flows, starting with an analysis of shipments made by the company Marzoli. Specifically, the container loading methods for exporting the company's products were examined in detail, assessing their full capacity in terms of weight and volume. The analysis

found several critical issues, for which targeted actions will be defined during 2025 to improve loading efficiency. The solutions being evaluated also include the addition of new routes and use of intermediate warehouses. This project will serve as a best practice that will be gradually extended to other Group companies. Even internationally, some Group companies are accelerating the path toward increasingly green mobility. In particular, Camozzi Automation GmbH has over the years invested in the installation of charging stations

powered by photovoltaic systems, made available to employees. Currently, the fleet mainly includes hybrid vehicles, but the company expects a gradual increase in electric cars, also thanks to the activation of partnerships with energy suppliers that will allow employees to install home charging stations at favorable conditions.

Area
FTTx/GRIPfit



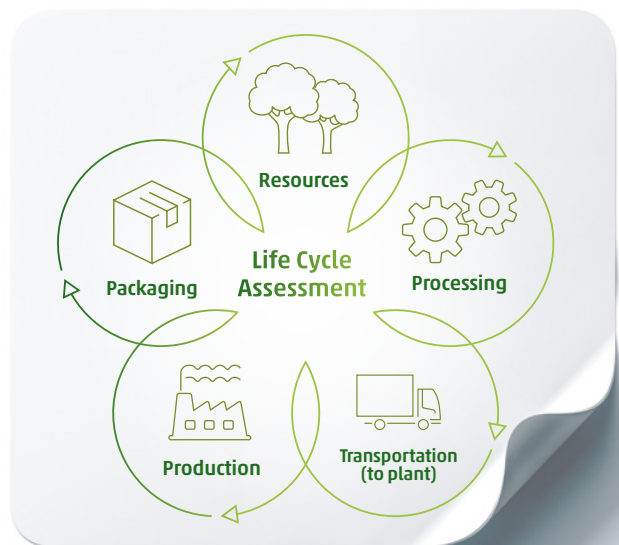
The Camozzi Group's Commitment to the Environment

WE DESIGN SUSTAINABLE PRODUCTS

The Camozzi Group's Approach

For the Camozzi Group, attention to the environmental sustainability of its products represents a strategic lever for development and competitiveness. Technological innovation, digitization, and advanced design come together to combine high operational performance with reduced environmental impact throughout the entire product life cycle. To this end, the Group, on the one hand, has been initiating and consolidating a **process of progressively integrating the LCA (Life Cycle Assessment) methodology** into the evaluation of the environmental performance of its products; on the other, it is continuing and strengthening **long-standing partnerships with universities, research institutes, institutions, and other companies**

through joint projects aimed at developing increasingly sustainable, intelligent, and connected solutions.



Measuring impact to guide decisions: Two significant experiences for the Camozzi Group

Fonderie Mora Gavardo - Cast Iron BU: PEF-certified "Made Green in Italy"



In 2024, the Cast Iron Business Unit of Fonderie Mora Gavardo continued the process begun in the previous two years, updating the **LCA analysis** of its main product (cast iron) with data from the latest financial year.

The initial study identified the areas with the greatest environmental impact throughout the product life cycle, initiating an internal discussion on potential levers for improvement. Over the course of the year, this awareness translated into concrete action, including studying the adoption of **alternative solutions for the recovery of certain waste generated by production processes** with the aim of reducing the impacts associated with disposal.

The product achieved **Class A environmental performance** again for 2024, confirming its

performance **above the industry benchmark**.

This achievement allowed the company to obtain the **"Made Green in Italy" certification** at the beginning of 2025. This is an optional national program for the assessment and communication of the environmental footprint of products, promoted by the Italian Ministry of the Environment and Energy Security.

Based on the European **PEF (Product Environmental Footprint)** methodology, this system requires verification and validation by an independent third-party body and is reserved for products classified in Classes A or B and that have shown a commitment to continuous improvement.

This recognition represents a significant milestone for Fonderie Mora Gavardo, strengthening its positioning in the name of **scientific measurement and environmental responsibility**.



Reducing the impacts associated with disposal thanks to alternative solutions for the recovery of certain waste generated by production processes.



A new tool to measure the impacts of Camozzi Advanced Manufacturing processes



Advanced Manufacturing

In 2024, CAM launched a project to apply the **LCA (Life Cycle Assessment)** methodology to its **mechanical manufacturing processes**. The project created an **environmental analysis tool** that complements the one previously used by Fonderie Mora Gavardo, extending it to the subsequent manufacturing phase and meeting customer requests with greater accuracy. To improve the quality of the data collected, in early 2025, CAM installed **analyzers** on a

specific production line **that measure energy consumption in real time** during processing. The project represents an important step not only to promptly meet market needs, but also to **gain internal awareness** of the environmental impact of the Group's processes and find **areas for intervention to reduce consumption and emissions**.

Open Innovation and partnerships as a strategic lever for developing innovative products

In 2024, the Group began introducing a key concept into its innovation strategy: the **sustainability of research**. The goal is to activate a virtuous cycle in which projects developed in the Joint Labs and other R&D facilities not only generate knowledge, but also progressively contribute to supporting innovation. The ambition is for a portion of the research findings to translate into products that can be marketed, i.e. products capable not only of generating value for the business but also of reinvigorating research activities. The Group has been consistently investing approximately **3% of its consolidated revenues** in research and development for years and intends to strengthen a model that, while maintaining a long-term vision, makes the entire

innovation ecosystem more robust, autonomous, and impact-oriented.

During 2024, the Group's activities linked to partnerships continued and intensified. Specifically, regarding the development of products with positive environmental impacts, the Group is active with regard to several areas, referred to as "Spokes", of the call for proposals entitled **MICS (Made in Italy Circolare e Sostenibile, Circular and Sustainable Made-in-Italy Products)**, a partnership funded by the Italian Ministry of University and Research (MUR) that aims to develop Made-in-Italy design and production that is circular, self-sufficient, self-regenerating, and reliable:

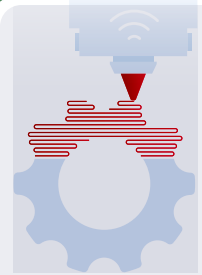


Spoke 4 Green and soft robotics

The Group is working on the development of soft gripping actuators designed to handle delicate objects without damaging them. These grippers are made of flexible materials, such as silicone, whose “fingers” deform in a controlled manner as pressure is applied. These soft gripping systems are requested especially in the **food and pharmaceutical** sectors, where the products to be handled may be fragile and delicate. This approach prevents breakages or micro-damages that generate avoidable waste for aesthetic or functional reasons. In this sense, soft robotics directly contributes to **reducing waste in industrial processes**.

Spoke 6 On-site monitoring of additive printing

The Group is exploring on-site monitoring of large-scale additive printing, an advanced technology that ensures **real-time monitoring of the extrusion point using multi-source thermal imaging cameras**. This approach leads to the automatic correction of process parameters, ensuring proper adhesion between layers and avoiding structural defects. Although 3D printing is more sustainable than traditional methods, any undetected errors may result in wasted time, energy, and materials. On-site monitoring improves technical performance, contributes to waste reduction, and improves the energy efficiency of the process.



Since 2024, the Group has also been active in new projects involving numerous organizations with a focus on open innovation. **These include:**

Project **ROTOH**

The **ROTOH** Project, a partnership involving universities and companies with the goal of developing **enabling technologies for hydrogen storage** in the automotive sector. Although the Group does not have immediate applications at its disposal in this field, it is interested in **focusing on strategic areas of innovation, anticipating emerging trends, and acquiring transferable skills**, including for existing products. This approach improves the performance and reliability of current solutions, proactively addressing increasingly complex technological challenges.



Project **AMOS**

The **AMOS (Additive Manufacturing for Optical Spacecraft)** Project, a partnership involving Officina Stellare S.p.A. and the University of Padua, in which Innse Berardi S.p.A., together with other Group companies, contributes to the development of **automated additive manufacturing processes** for the production of space observation telescopes, currently produced with a high level of manual labor.



The goal is to make production more efficient, reducing time, errors, and waste, and exploring **new geometries and design solutions** for precision aerospace applications.

The Camozzi Group's Commitment to the Environment

WE EXPLORE SUSTAINABLE MATERIALS

The exploration and development of **more sustainable materials** is a strategic pillar for the Camozzi Group, which actively invests in research into solutions capable of combining **high technical performance with reduced environmental impact**. The focus is on two fronts: on the one hand, the use of **green metal alloys** for the production of metal components; on the other, the development of **plastic materials from renewable**

sources for polymeric components.

Through consolidated collaborations with universities and research centers, the Group works to integrate **innovative formulations** capable of diversifying procurement, improving the sustainability of materials used and, at the same time, guaranteeing the performance required by the most demanding industrial applications.

Purchased materials

	u.m.	2022	2023	2024
Metals and alloys	ton	21.320	20.633	18.235
Auxiliary materials for production	ton	6.164	6.508	4.849
Finished and semi-finished products	ton	2.212	4.652	4.355
Plastic and rubber	ton	1.368	1.212	1.084
Paper, cardboard, and wood	ton	1.683	1.951	1.336
Chemical products and other materials	ton	1.647	1.625	1.396
Total	ton	34.394	36.581	31.256

The main materials purchased comprise metal alloys, especially brass and aluminum, and ferrous materials, including steel and cast iron. **81% of brass and aluminum purchased by the Group's companies is recycled.**

The rest of the materials purchased by the Camozzi Group companies include various auxiliary production materials, such as oils and lubricants in particular, used mainly in the Automation division's processes for the removal of shavings, and foundry sand, used only by the Manufacturing division for the preparation of molding shapes.

Purchased finished and semi-finished products mainly include mechanical components and electrical and electronic components and constitute key elements of the products of some of Group's divisions.

Paper and wood are mainly used for packaging and **53% of paper** purchased by the Group is **recycled or FSC-certified**. Finally, other purchased materials include chemical products, such as resins, glues, varnishes and thinners.

Furthermore, in 2024, the Group consumed **78,688 m³ of nitrogen** for different purposes across the various companies. Specifically, in the Manufacturing division, it was used for the degassing process in aluminum melting, for ladle melting of cast iron, inside the hydraulic power units of the presses, and in welding operations. In the Automation division, nitrogen was used in the cooling system and to maintain a steady furnace temperature during the materials annealing process and to dissipate heat generated during laser cutting. Finally, in the Digital & Mechatronics division,

it was used to keep a high quality of soldering in component joints on printed circuit boards.

In 2024, the Camozzi Group continued its transition with determination to **aluminum alloys free of heavy metals**, particularly lead. Thanks to **targeted investments in new machinery and dedicated tools**, the use of **lead-free alloys** in the Group's Italian companies increased significantly, reaching **92% of the total**. Overall, at the Group level, this percentage now represents 70% of the total amount of aluminum used. The goal is to reach **100% in the Group's European companies by the end of 2025**, thus completing the integration of technologies acquired during 2024. This

target will allow the Group to **adopt the European regulations ahead** of their full implementation in the coming years.

At the same time, Camozzi is also active in the **brass** sector, in collaboration with trade associations. The industry is currently in a **transition phase**, seeking solutions to **eliminate lead** from this alloy

without compromising the **recyclability** levels that currently characterize the life cycle of brass.

Despite a general slowdown by European institutions, due to technical complexities and environmental and economic trade-offs associated with lead replacement, the Group continues to **invest in new machinery and process testing** to concretely verify the feasibility of manufacturing processes carried out with lead-free brass. The goal is to **ensure competitive performance** and, where possible, **adopt regulatory requirements in advance**.



Technopolymers and carbon footprint certified according to the ISO 14067 standard



Camozzi Technopolymers has developed a structured project to calculate the **carbon footprint of a new product family (Series V4000 PLUS LE)**, consisting of fittings connectors used for the installation of fiber optics. This innovative line maintains the same technical characteristics as the traditional product, but is made with **bio-circular materials**.

Growing market demand, particularly from public contractors, has driven the company to develop a **robust tool to measure and disclose the emissions**

level of its products. The analysis covered the entire production cycle, from raw materials to exit from the plant (referred to as cradle-to-gate approach). This model, which was the result of intense teamwork between technical units and a third-party consulting firm, was **verified by DNV**, which validated its compliance with the systematic approach required by **ISO 14067**. Process modeling allowed the company to **find emission hotspots** and initiate further improvement actions. In particular, the company

chose to take immediate action on two fronts: switching to **100% electricity from renewable source** and using **state-of-the-art**, highly energy-efficient electric presses for the new line's production. Thanks to this combination of **material innovation**, process efficiency, and use of renewable energy, the new product family achieved a **carbon footprint reduction of nearly 84%** compared to the previous version.



Product Certifications



The Camozzi Group's Commitment to the Environment

WE PURSUE THE IDEA OF CIRCULAR ECONOMY

Minimizing waste, both in environmental and in financial terms, is a strategic priority for the Camozzi Group and is pursued through **careful management of waste and by-products**. The approach adopted is based on **the principles of efficiency and circularity** and on a constant analysis of relevant regulations and their updates and, where possible, on the active search for cutting-edge industrial solutions.

The adoption of environmental management systems helps the Group's companies **identify, monitor, and manage the most relevant environmental aspects in a structured manner**. In 2024, the number of sites certified according to the **ISO 14001** standard rose to five thanks to the certification achieved by the Cast Iron BU of Fonderie Mora Gavardo. The Group's goal is to **gradually extend this certification**

to other production facilities, thus ensuring effective environmental management validated by an independent third-party body. The next step, scheduled for 2025, will involve obtaining certification for Marzoli.

A distinctive feature of the Group's companies, particularly the Manufacturing and Automation divisions, is the ability to derive

much of the brass used in their products from the treatment of industrial production waste. These divisions entered into agreements with specialized suppliers to **recycle part of their brass scraps as by-products**, that is goods, not waste, thus ensuring a preferred recovery and reuse cycle as raw materials.

By-products

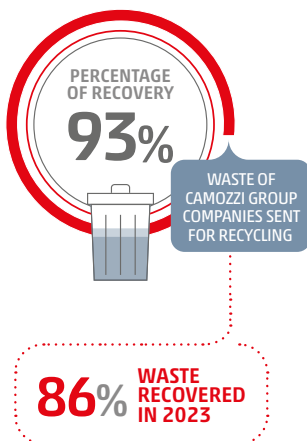
	u.m.	2022	2023	2024
Brass	ton	7.306	7.270	8.024

After being selected and centrifuged, brass shavings are stored in silos and entrusted to manufacturers to be melted and transformed again into brass bars ready for processing, thus reentering the Camozzi Group's production cycle as raw materials applying the key principles of a circular economy.

Mechanical processing waste sent for recycling

	u.m.	2022	2023	2024
Alluminio	ton	23,1	7,0	3,7
Acciaio	ton	0,7	12,2	7,5
Altro	ton	4,0	2,5	0,1
Totale	ton	27,8	21,7	11,2

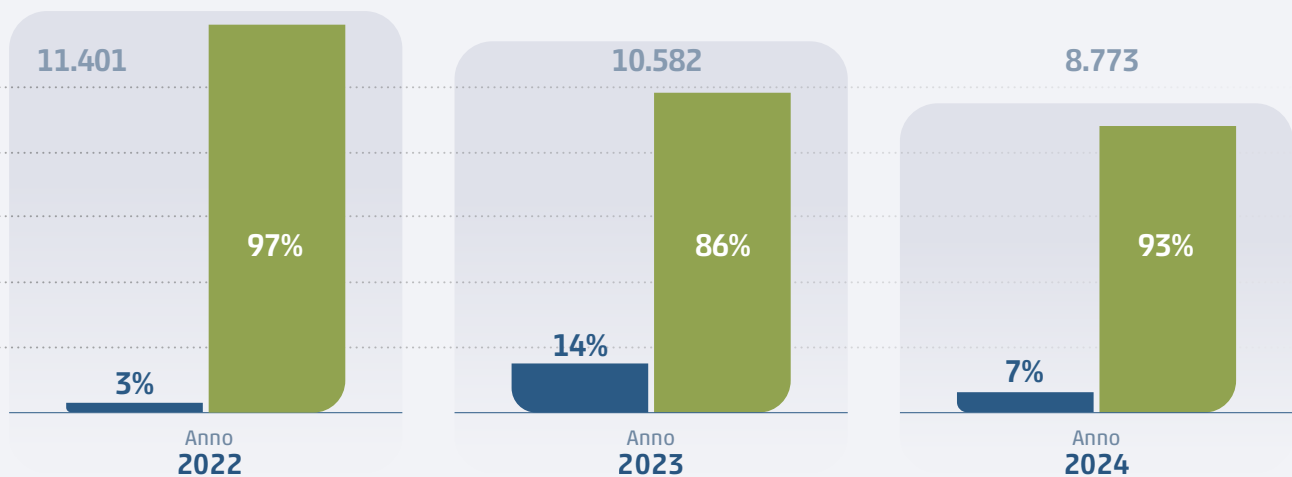
Steel and aluminum scraps are instead sold to third parties as waste and are processed and recycled, allowing these materials to be used again in other industrial sectors.



In 2024, the Camozzi Group's manufacturing companies generated approximately 8,773 tons of waste in total, only 5% of which classified as hazardous. Waste generation decreased significantly in 2024 (-17%), particularly in the Manufacturing division. The Group's companies continued their commitment to increasing the percentage of **waste sent for recycling**, reaching **93%** in 2024, up from 86% the previous year.

Total waste produced by destination (ton)

■ Total
 ■ Disposal
 ■ Recycling



Hazardous waste

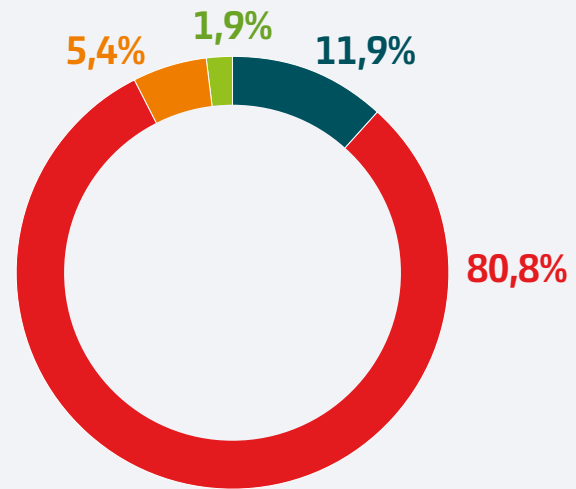
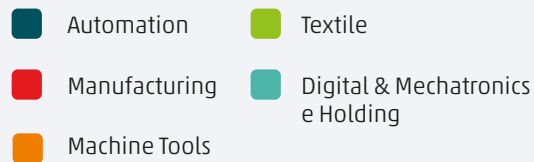
	u.m.	2022	2023	2024
Disposal	ton	75	116	169
Recycling	ton	318	413	291
Total	ton	392	529	461

Non-hazardous waste

	u.m.	2022	2023	2024
Disposal	ton	259	1.352	460
Recycling	ton	10.747	8.701	7.852
Total	ton	11.006	10.053	8.312

Waste management is a particularly important aspect, especially for the Manufacturing division, where approximately 80% of the waste produced by the Group is generated.

Waste by division (%) - 2024



In 2024, in addition to the usual responsible practices for industrial waste management, the Group focused on finding **solutions capable of increasing the quantity of recycled materials**. In particular, Innse Berardi and the **Cast Iron BU of Fonderie Mora Gavardo** are the companies that concentrated the greatest efforts on **researching innovative approaches** aimed at classifying part of process waste as by-products, encouraging its reuse. The Cast Iron BU started a collaboration with **Sfridoo**, an Italian startup operating in the sector of circular economy, to transform waste materials into **marketable resources**. Innse Berardi joined the European **REUSE 2030** project, funded by the Interreg Central Europe program and aimed at **promoting good circular economy practices in the mechanical engineering sector**. The project is divided into three main stages:

- **finding** circular economy solutions for the reduction of waste flows;
- **developing and testing digital tools** for metalworking companies, particularly the Digital Circular Inventory, an app that helps companies find circular economy solutions depending on their waste flows, and the Zero Carbon Toolkit, a tool for self-assessing carbon footprints and optimizing production processes;

- **adoption of solutions** through the creation of European-level networks for sharing best practices and training and capacity-building programs to accelerate the adoption of the circular economy models identified.

The first phase of the project was completed in 2024. The second phase is scheduled to begin in 2025, during which Innse Berardi will begin concrete testing of the tools being developed, validating their effectiveness in a production context.

Both initiatives reflect the Group's desire to **move beyond the logic of waste, appreciating the value of each material as a high-potential circular resource**.

Finally, in 2024, **Marzoli** continued its activities dedicated to **fabric regeneration**, in particular by focusing on applications in the luxury sector. The results obtained are very promising and pave the way for the regeneration of various types of materials, from **cotton to cashmere** and even **leather**. This is a high-potential area where the Group is investing significantly in **research and development** with the aim of developing solutions that combine technological efficiency and attention to the quality of materials.



“

Taking care of people, whether they are employees or members of the communities in which we operate, means putting their well-being at the core of every decision.

”



THE CAMOZZI GROUP'S COMMITMENT TO SOCIAL WELFARE

People, whether employees, business partners, members of the communities rooted in the local territories where the Group is present, are the soul of the Camozzi Group and the key to its success.

The strategic management of human resources within the Camozzi Group is based on the awareness that the company's success is the result of the commitment and contribution of all the people who are part of it.

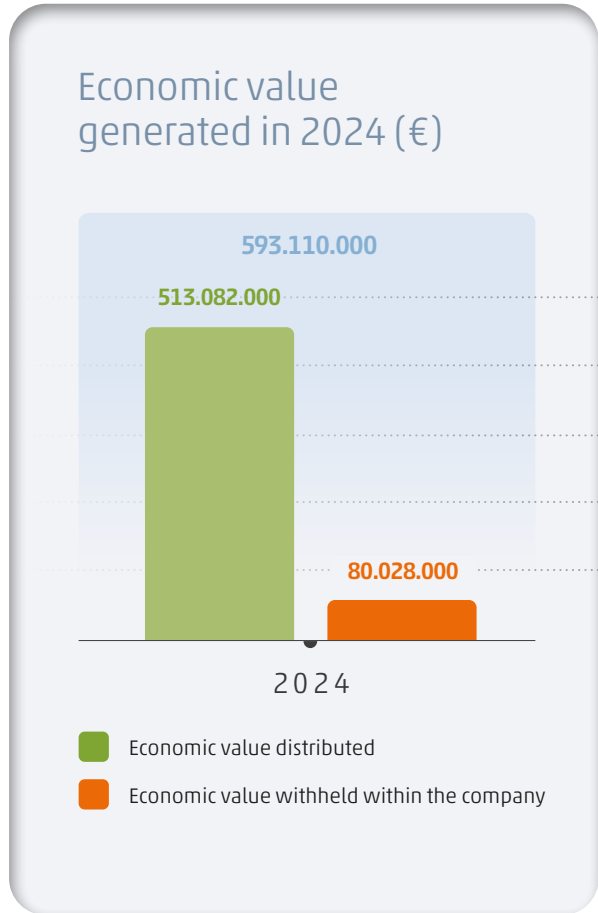
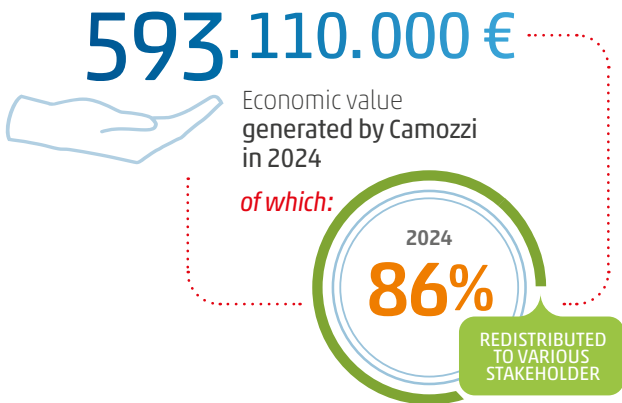
The Camozzi Group's Commitment to Social Welfare

THE ECONOMIC VALUE

22109.63

Economic value generated and distributed

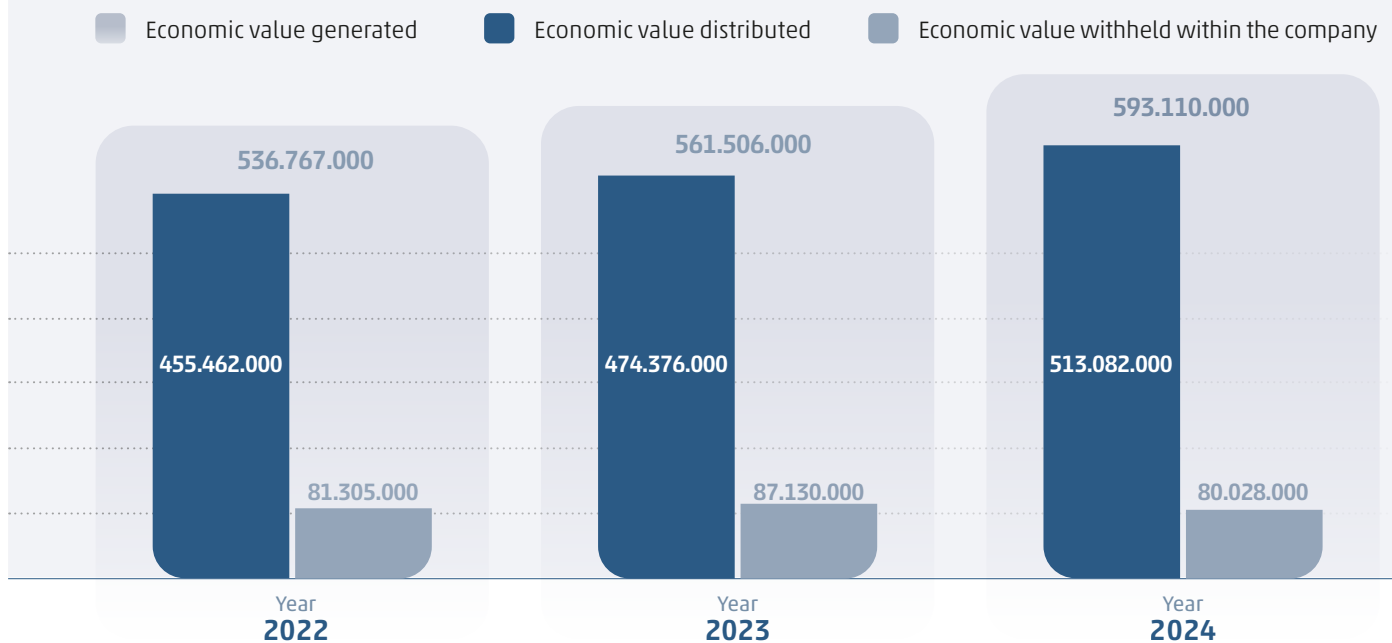
The Camozzi Group proved to be a sound and reliable enterprise even during 2024. With over 60 years of experience behind it, the Group continued to **generate economic value for itself and its stakeholders**. The year 2024 witnessed the economic value generated by the Group grow further by **over 5% compared to the previous year**, which emphasizes its constant commitment to development and continuous improvement.



Specifically, the following value was distributed:



Economic value generated and distributed in the three-year period³



The economic value retained within the company in 2024 amounted to **80.028.000 €**, i.e., 13.5%, and was aimed at investments for business development and growth purposes, also ensuring financial soundness to the various stakeholders with whom the Group engages.

³ Data referred to the Camozzi Group's Consolidated Financial Statements.

The Camozzi Group's Commitment to Social Welfare

PEOPLE WITHIN THE COMPANY

The Camozzi Group is a complex and dynamic organization, made up of people, companies, and divisions spread across the globe in vastly different contexts. In this scenario, its primary objective is to **pursue the well-being and empowerment of individuals** in full compliance with applicable regulations at the international, national,

and collective bargaining levels. Within the framework of a shared vision, the Group's individual companies maintain their independence in developing initiatives for their employees that may meet the specific needs of each context with the aim of improving the strengthening internal motivation and increasing the active participation of individuals.

Total number of employees by Division at 31/12

	2022	2023	2024
Automation	2.235	2.450	2.439
Machine Tools	325	324	288
Manufacturing	316	297	302
Textile	243	208	204
Digital & Mechatronics, Holding e CRC	38	50	57
Grand total	3.157	3.329	3.290

The Camozzi Group operates with its own production sites and subsidiaries in Asia, America, and Europe, with a greater concentration in this area where 51% of its staff are employed.

By geographical area 2024



America
8%



Asia
41%

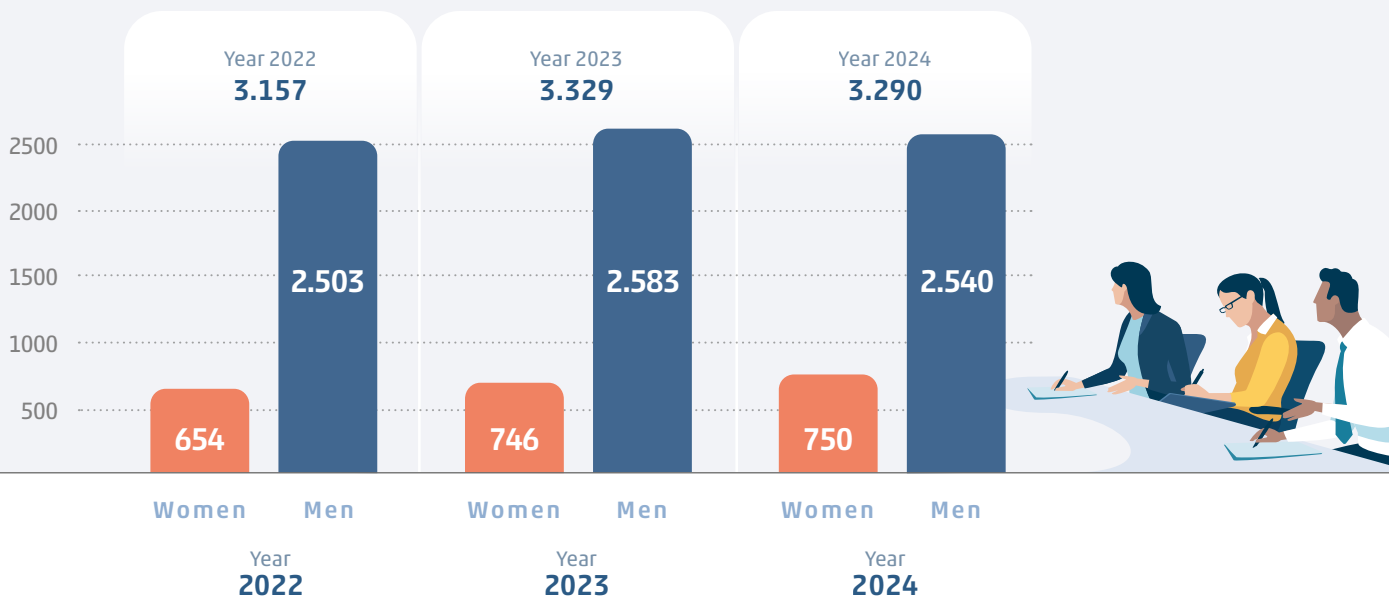


Europe
51%

	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
America	246	42	246	49	213	50
Asia	883	276	974	353	992	359
Europe	1.374	336	1.363	344	1.335	341

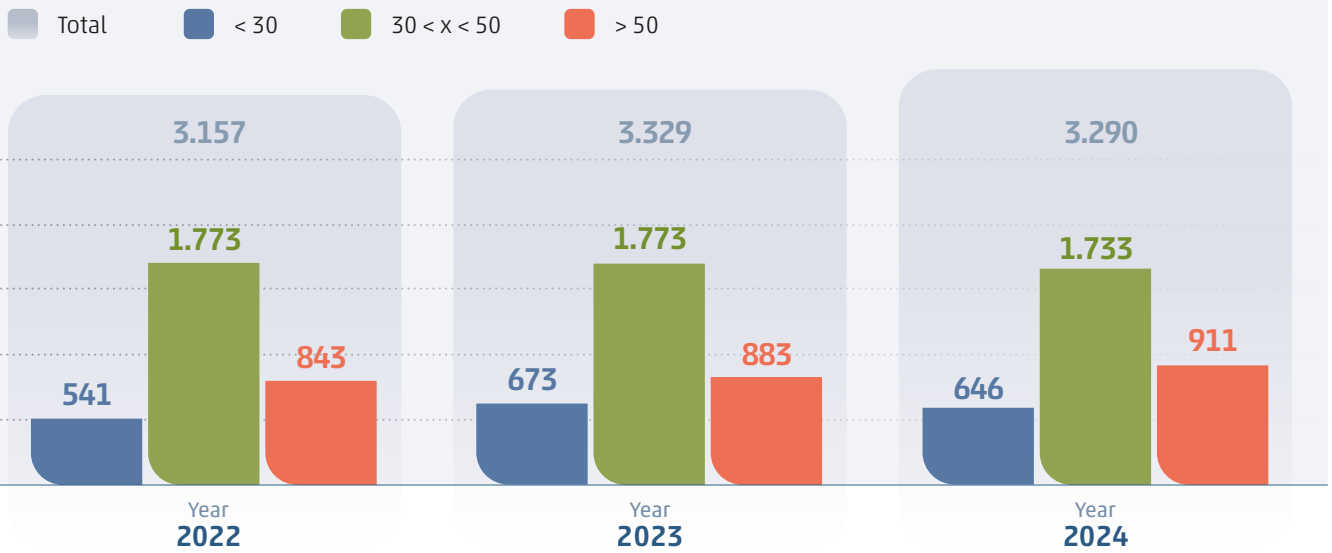
In 2024, the number of employees working for the Camozzi Group was virtually unchanged compared to the previous year. Women represent **23%** of the company's total workforce.

Total number of employees by gender



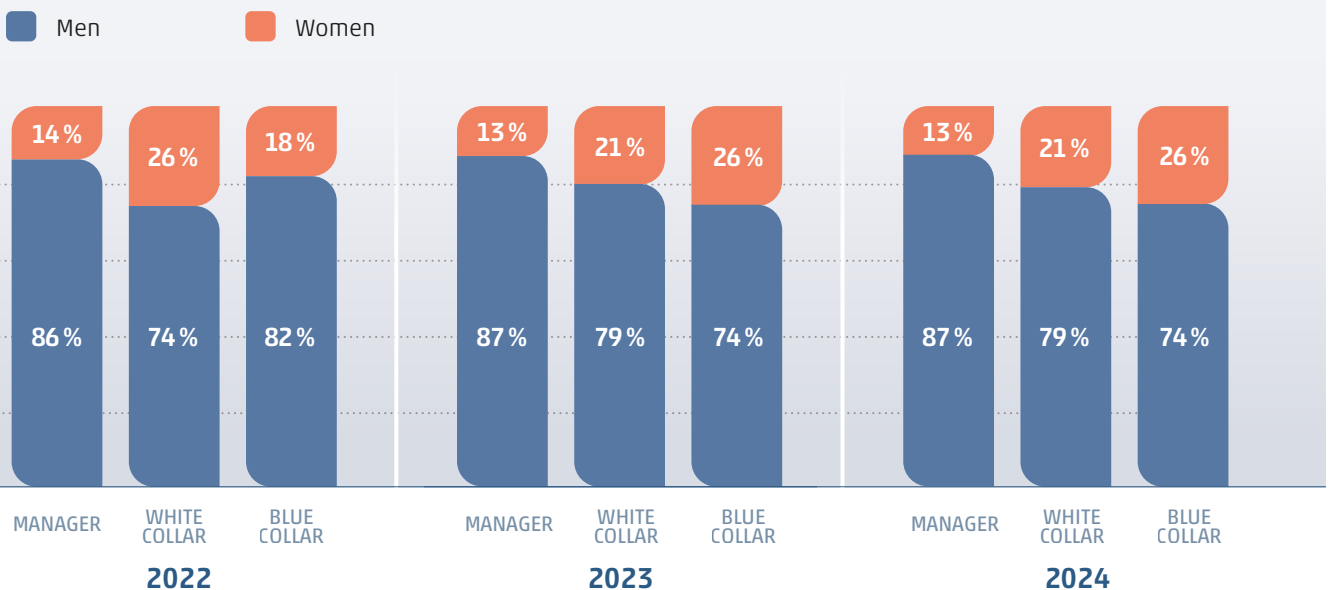
In 2024, more than half of the people working for the Camozzi Group were between 30 and 50 years old, which is a sign of a relatively young company population.

Total number of employees by age



Since the Camozzi Group is a group of industrial companies, 51% of its employees are classified as blue-collar workers. 37% of all personnel carry out clerical tasks (white-collar workers) and nearly 13% hold managerial and executive positions (managers and executives). Within the Group, the **female presence** represented 21% among employees, 26% among blue-collar workers and 13% among management personnel.

Employees by category and gender (%) - 2024



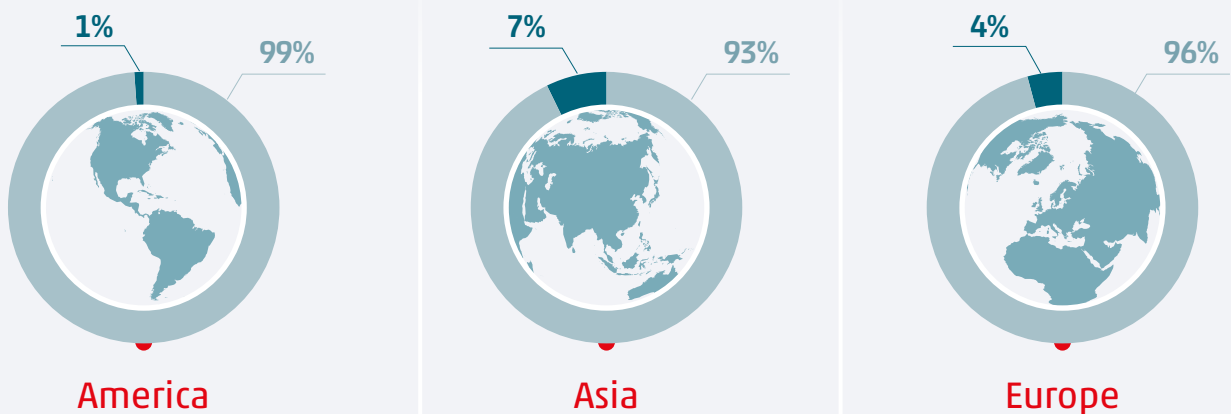
In terms of employment relationships, **open-ended contractual forms** were preferred, as they are capable of providing stability to the workers' personal and professional life, as well as to the Group's business. This is why permanent employment contracts are the majority of existing contracts.

Employees by contract type and gender (number)

	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Employees under fixed-term employment contracts	138	54	141	37	137	32
Total	192		178		169	
Employees under open-ended employment contracts	2.365	600	2.442	709	2.403	718
Total	2.965		3.151		3.121	

Employees by contract type and geographical area in 2024 (%)

■ Permanent contracts
 ■ Fixed-term contracts



In 2024, the percentage of permanent contracts remained unchanged compared to 2023, representing **95%** of the total. In particular, **a positive trend was observed among women**, with permanent contracts increasing **from 92% to 96%** in the last three-year period.

Employees by contract type and gender (%)

	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Fixed-term contracts	6%	8%	5%	5%	5%	4%
Permanent contracts	94%	92%	95%	95%	95%	96%

Recruitments and terminations

The Camozzi Group is committed to ensuring equal opportunities during the recruitment phase, evaluating candidates based on the correspondence of their skills with the job profile being sought. In 2024, 310 new employees in total were hired in the Group’s companies, 22% of whom were women.

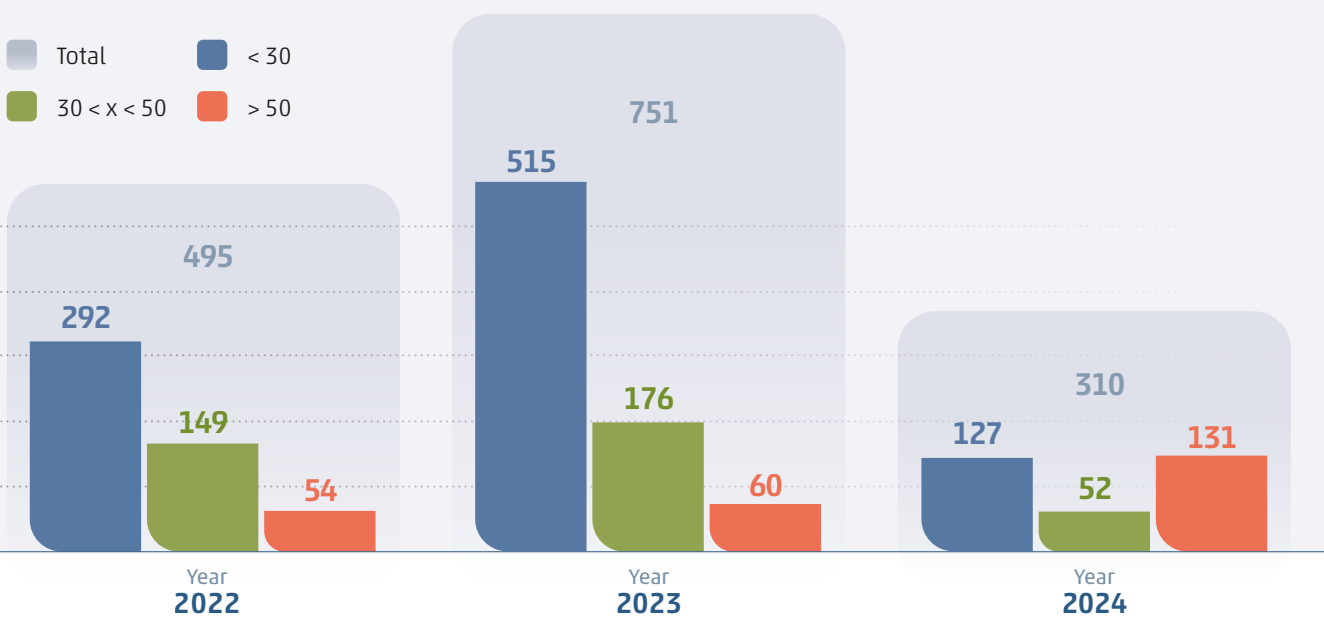
Recruitments and terminations by gender (number)

	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Total recruitments	363	132	575	176	241	69
Total terminations	352	99	515	87	282	61

In 2024, recruitments primarily involved people under 30 and people over 50.

Recruitments by age (number)

- Total
- < 30
- 30 < x < 50
- > 50





Hiring and turnover rates⁴

Turnover rate	2022	2023	2024
Men	0,4%	2,4%	-1,6%
Women	5,3%	13,6%	1,1%
Total	1,4%	4,7%	-1%

Termination rate	2022	2023	2024
Men	14,1%	20,6%	10,9%
Women	15,9%	13,3%	8,2%
Total	14,5%	19,1%	10,3%

Hiring rate	2022	2023	2024
Men	14,6%	23%	9,3%
Women	21,2%	26,9%	9,2%
Total	15,9%	23,8%	9,3%

In 2024, lower hiring and termination rates were recorded compared to 2023, indicating stability within the Group.

⁴ See the section "Notes on the calculation method" for the calculation method used.

The Camozzi Group's Commitment to Social Welfare

WE ARE COMMITTED TO IMPROVING PEOPLE'S WELL-BEING AND SAFETY

The Camozzi Group has always been dedicated to promoting a work environment that guarantees the health and safety of all its staff and of the people involved in its activities.

Safety within the Group's companies

Strict compliance with regulations on the prevention and protection of occupational health and safety is guaranteed within the Group companies both in Italy and abroad in order to reduce accidents and occupational diseases.

Over the past three years, the Group has witnessed

a steady overall improvement in the safety indicators monitored by its various companies.

In particular, in 2024, the number of recordable workplace injuries underwent a further reduction, from 37 to 28, with a consequent reduction in the injury rate, which fell to 4.7 in 2024.

Injuries, deaths and days lost due to work-related injuries involving employees

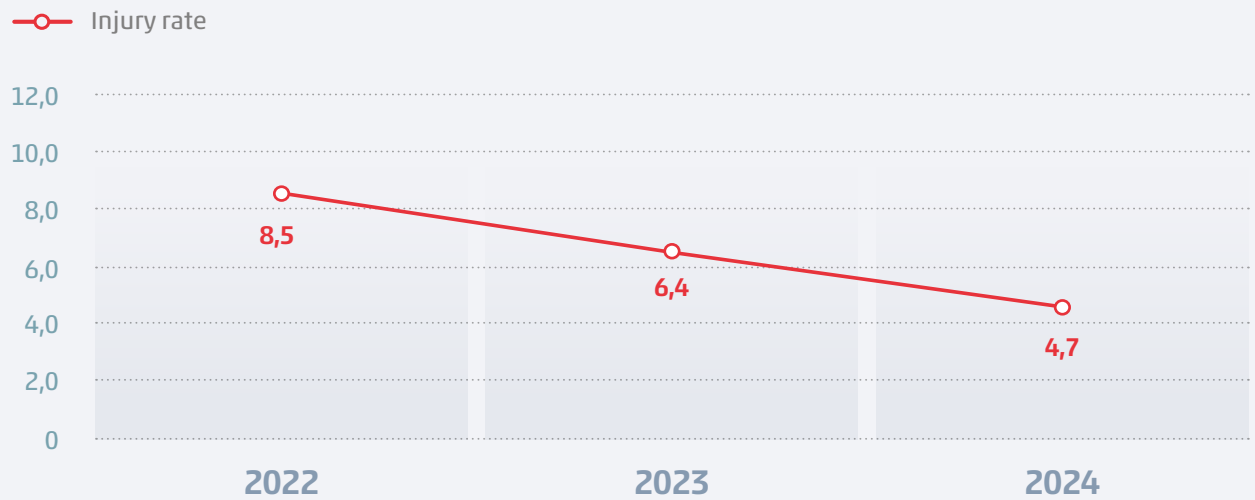
	2022	2023	2024
Number of recordable accidents	46	37 ⁵	28
Number of deaths	0	0	0
Days lost due to injuries	774	365	436

Total number of hours worked by employees by division

	2022	2023	2024
Automation	3.761.573	4.189.199	4.360.628
Machine Tools	575.013	631.627	576.593
Manufacturing	426.195	419.203	467.385
Textile	455.645	421.634	409.648
Digital & Mechatronics, Holding e CRC	59.687	86.441	100.198
Grand total	5.278.113	5.784.104	5.914.451

⁵ The number of recordable injuries also includes injuries with serious consequences (3 in 2023).

Injury rate⁶



In 2024, the **ISO 45001 certification process**, underway in previous years, witnessed the Camozzi Automation plant in Polpenazze obtain certification. The related audits confirmed the plant's good alignment with formal requirements, particularly in risk assessment and machinery certification. The program continued with the Camozzi Advanced Manufacturing plant in Paitone, which obtained the ISO 45001 certification in January 2025. By the end of 2025, this certification will also extend to the Automation plants in Villa Carcina and Camozzi Advanced Manufacturing in Milan. In addition to regulatory compliance and the development of increasingly advanced safety management

systems, the Group has been investing in innovation to prevent risks and reduce operator exposure to strenuous tasks.

A constant commitment to improving the well-being and safety of all people.

Several systems were automated, including test benches, **eliminating manual handling and repetitive tasks** at the Camozzi Automation plants in Villa Carcina and Polpenazze. Robotic solutions and more ergonomic workstations were introduced, improving operator well-being. Furthermore, the Aluminum Foundry BU of Fonderie

Mora Gavardo launched an initiative aimed at promoting continuous safety improvement by **directly involving operators**. A dedicated billboard allows workers to share helpful suggestions for adding or modifying practices related to their protection. Critical areas and opportunities for intervention can be identified more precisely thanks to the contributions of operators who work on the plants daily. This initiative is attracting widespread participation, helping to make the workplace safer and more attentive to the needs of those who work there every day. A particularly significant project was implemented at the Campress plant, where **an automated system for handling materials** between departments was implemented.

⁶ See the section "Notes on the calculation method" for the calculation method used. The 2023 injury rate has been restated to include the number of injuries with serious consequences, calculated separately. See the "Methodological Note" for more information.

This project required a complete logistics redesign, the use of self-driving vehicles with georeferencing, and the tracking of internal routes. The result was a more efficient and safer system, reducing the risk of forklift-related accidents and improving worker protection in a context, such as hot molding, where workers are particularly exposed to risk factors. Finally, on World Health Day, an **awareness-raising webinar was organized in collaboration with AIRC (Fondazione Italiana per**

la Ricerca sul Cancro, Italian Foundation for Cancer Research) at the Group's Italian companies to contribute to the health of employees beyond the workplace. The meeting, which regarded the role of healthy eating habits in cancer prevention, was open to the employees' family members with the aim of extending the message beyond the company boundaries. The webinar was subsequently included in the Camozzi LINK internal training platform and accompanied by



informational materials and a selection of recipes to help translate the doctor's advice into daily habits.

Promoting well-being where it is most urgent and elsewhere: Support for Take Care Kids

*In 2024, the Camozzi Group confirmed its commitment to the well-being of people beyond its national borders by providing support for the association **Take Care Kids**, which protects mothers and children from violence, abuse, and serious vulnerability in Thailand. During the year, the association experienced a difficult period following the eviction from its residential facilities due to railway expansion works. For this reason, a fundraising campaign was launched to purchase a new facility, now officially opened and capable of hosting a larger number of mothers and children. The Group's support made it possible for the project to continue and expand its initiatives*



for the benefit of the most vulnerable, including new actions to support terminally ill patients with the aim of offering everyone protection, dignity, and new life opportunities.

Innovative solutions for industrial automation safety

The Camozzi Group is committed to seeking innovative solutions that promote a production model that places human needs and interests at the heart of processes, striving to adapt technology to the needs and diversity of workers. This means actively involving workers in the design and implementation of new industrial technologies, relieving them of repetitive and/or

dangerous tasks, while ensuring that fundamental rights, such as the right to privacy, autonomy and dignity, are respected.

The Camozzi Group is therefore active in advanced research. In the area of industrial health and safety, it is involved in **Spoke 8 of MICS – Circular and Sustainable Made-in-Italy products.**

Spoke 8 Human-robot cooperation Ergonomics of production processes

This Spoke focuses on **human-robot cooperation** and the **ergonomics of production processes**.

The goal is to explore new technological frontiers that may improve the physical and cognitive well-being of workers through the intelligent integration of robotics, sensors, and digital solutions in industrial environments.

As part of this project, on-site studies were initiated within various production facilities, equipping certain workstations with sensors to analyze the physical and mental strain on workers involved in repetitive or complex tasks. Research activities were conducted in collaboration with the University of Padua and the University of Turin. These resulted



in digital models of the human-machine-workstation system through which ergonomic solutions and layouts that improve workplace well-being could be studied.

These experiments, conducted in real-world settings, contributed significantly to applied research in Italy and strengthened the Group's ability to develop increasingly human and intelligent production technologies.

The Camozzi Group's Commitment to Social Welfare

WE INVEST IN PERMANENT TRAINING OF PEOPLE

In a constantly evolving environment, investing in training is a strategic factor to meet the challenges of the future. The Camozzi Group has placed the development of technical and soft skills at the heart of its strategy, with the aim of supporting people in their professional growth.

As the technology level advances and industrial models evolve, professional workers are required to possess increasingly specialized and cross-cutting skills. This is why the Group promotes targeted, flexible, and shared training programs capable of adapting to different operational needs across all of its companies.

In 2024, the Camozzi Group also launched a **global campaign dedicated to its corporate values**, with the aim of strengthening **a shared culture** and **sense of belonging**.

The campaign directly involved all the Group's offices, including those abroad, through internal communication activities, opportunities for sharing ideas, and local initiatives, also developed with the active contribution of employees.

The values that epitomize the corporate culture were, for the first time, shared with external stakeholders during this initiative in content drawn up for the company's corporate website and social media.

The Camozzi Group Values



In Italy, the project was also linked to the **update of the performance evaluation system**: corporate values were translated into behavior and integrated into the assessment process.

The performance evaluation process



An evaluation system that takes into account not only targets achieved but also behavior consistent with corporate values was introduced for all employees of the Italian companies in 2024. The Group's core values—respect, excellence, and innov-action—were translated into observable behavior and key competencies, which form the basis for evaluating each employee, regardless

of their position. For managers, the evaluation included three additional specific factors: people management, organization and planning, and drive to innovation. The system was designed to promote ongoing and constructive engagement between managers and employees, providing clarity on expectations, growth, and targets.

The benchmark model for performance evaluation



Performance evaluation is not just a formality, but a tool that **measures individual contributions** and helps build a culture oriented toward continuous improvement, where values become a concrete guide for daily behavior.

To accompany the introduction of the new evaluation system, a program called **Drive the Future**, a series of training sessions addressed to managers of the Group's Italian companies, was launched during the year. The program consisted of five meetings involving approximately 80 people in positions of responsibility, with the aim of strengthening leadership and people management skills.

The topics being covered included how to conduct an interview, set effective targets, provide constructive feedback, and measure the contribution of employees. In early 2025, the reorganization of the training content previously available on the Camozzi LINK

e-learning platform was initiated in order to complete the process of integrating corporate values into the new performance evaluation process.

Existing courses were newly categorized and associated with key competencies related to Group values, creating **a structured training catalog consistent with the new performance evaluation model**.

This allowed managers and employees to be directed toward the most appropriate courses to fill any gaps identified during the assessment, thus strengthening the link between individual development, expected behavior, and corporate culture.

The initiative called **Technical Academy**, a corporate learning path created to enhance and disseminate technical expertise within the Group, continued in 2024. The program pursued the sharing of skills across the various divisions, leveraging company-held knowledge



Learning for innovation & knowledge



24h
Availability of
e-learning for
employees
and their family
members

2.330
Among employees
and temporary
workers

218
Family
members

Discover
our world

Get into
our products

Lead
your team

Go Digital

Drive your
growth

Boost your
knowledge

and enriching it with contributions from third-party experts, including professional trainers and university professors. At least four meetings are scheduled each year, each involving an average of approximately 30 participants from different Group companies. In 2024, training content focused on three key areas: technical resistance of materials, model-based design approach, and project management.

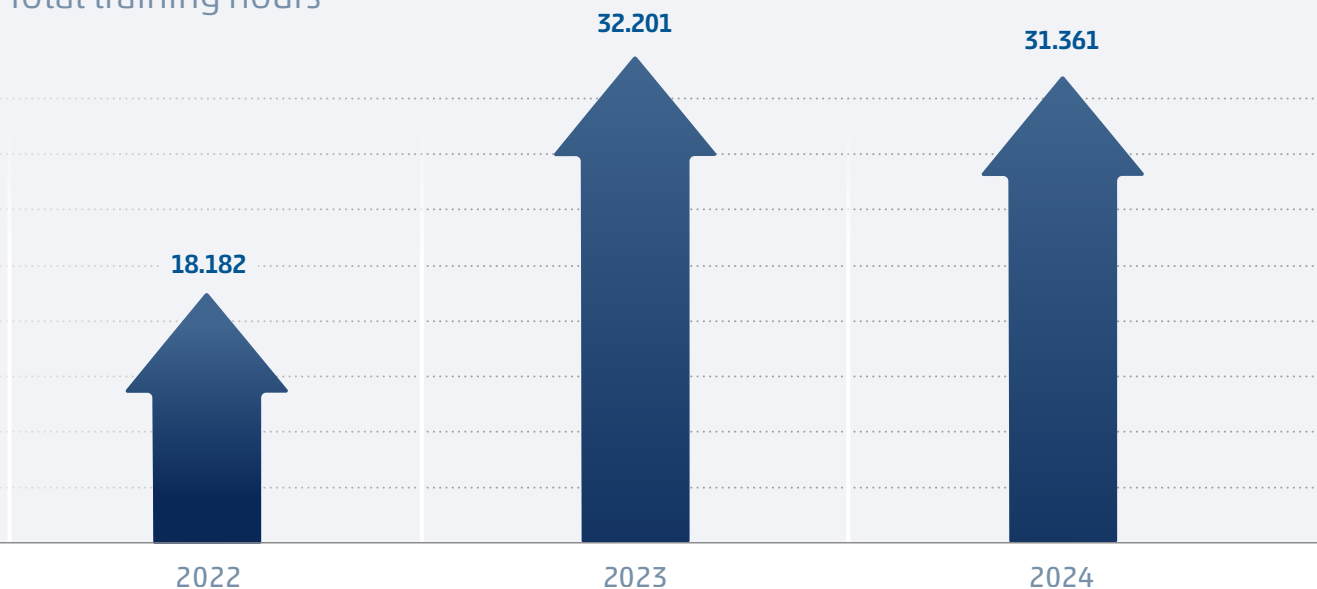
The **Camozzi LINK e-learning platform** remains a key tool in the Camozzi Group's training model by providing employees not only with technical courses, but also with language

and soft skills development courses. Through the platform, every employee has access to a wide range of training options, including courses assigned by their managers and content that can be freely accessed based on interests and growth targets.

The platform is available **24 hours a day** and provides **access to the employees' family members**, opening up the development of new skills to a wider spectrum of users, who in 2024 numbered **2,330 among employees and temporary workers and 218 among family members**.

Overall, in 2024, over 31,000 training hours were completed within the Camozzi Group, representing an average of 9.5 training hours per capita, in line with the levels achieved in the previous year.

Total training hours

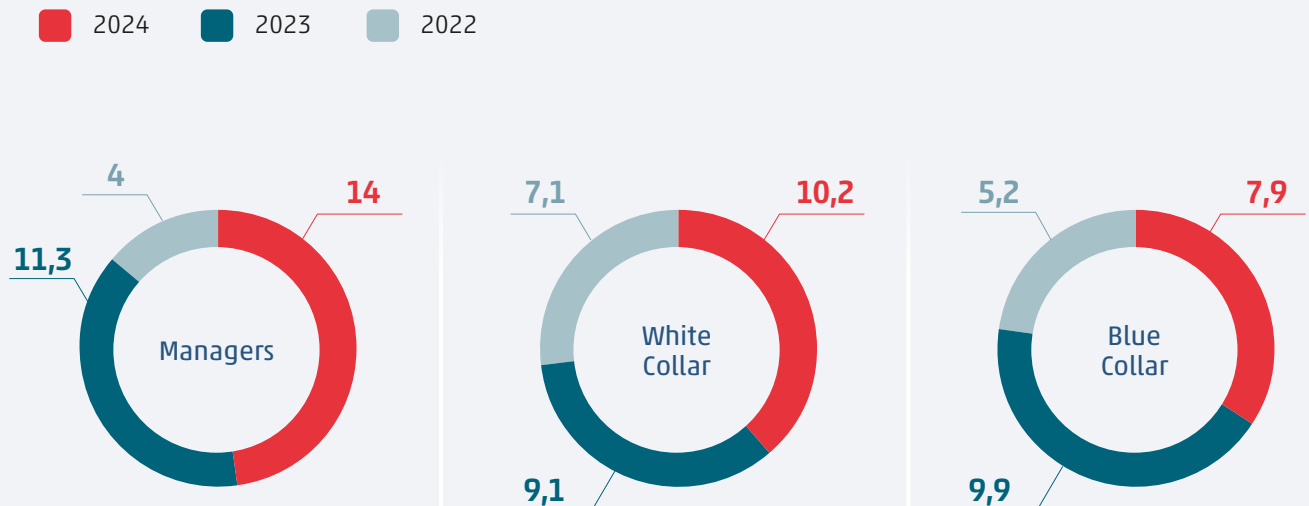


Average training hours per capita

	2022	2023	2024
Average training hours per capita	5,8	9,7	9,5
<i>Average training hours per capita - women</i>	3,9	8,4	5,8
<i>Average training hours per capita - men</i>	6,2	10,1	10,6

In 2024, managers were the category with the highest number of training hours per capita, confirming their commitment to strengthening leadership skills and effectively integrating new company tools into daily activities.

Average training hours per capita by worker category



Finally, with the aim of finding new young talent to hire and develop within its companies, in 2024 the Camozzi Group again participated in **Convivium**, the STEM event organized by Ingegneria Italia for the purpose of bringing together young engineering professionals and manufacturing companies, and in **Domani Lavoro**, a joint career day organized by the University of Brescia, the Catholic University, and ITS Machina Lonati. These events also represented an important **employer branding** opportunity, where the company not only presented its activities and products, but also shared its values and how it operated. Furthermore, during the year, the Group participated in the **Open Day** of Istituto di Istruzione Superiore Luigi Cerebotani (BS), presenting the skills most in-demand in the industry today to students in the Industrial Mechatronics course specializing in Factory Automation.



With the same objective, a visit to the Automation plant in Polpenazze was organized for **40 students** from Fondazione ITS Academy Meccatronico Veneto in Schio, offering them the opportunity to see the knowledge they acquired during training applied in the field.

The Camozzi Group's Commitment to Social Welfare

WE SUPPORT CULTURE, ART, AND TECHNOLOGY

The Camozzi Group supports culture, art, and technology as fundamental drivers for inspiring personal and collective growth, stimulating innovation, and generating value in the communities where it operates. For this reason, it sponsors organizations and associations active in these fields, in the

conviction that technological progress should go hand in hand with human and social development. Through these collaborations, the Group wishes to contribute to initiatives that generate **educational and training impact**, while strengthening the link between industry and society.

In 2024, the Camozzi Group renewed its collaboration with the **Leonardo da Vinci National Museum of Science and Technology in Milan**, consolidating a partnership born from a shared commitment to promoting scientific culture and innovation as levers for sustainable, inclusive, and accessible development. The Group recognizes the value of technical and scientific dissemination in fostering engagement between



businesses, researchers, and civil society, supporting initiatives that may inspire new generations, **appreciate the work of researchers, and encourage interest in STEM subjects**, with a particular focus on engaging girls.

During the year, in its capacity as Mission Partner, the Camozzi Group participated in the Museum's **"Open Night,"** a central event of the **European Researchers' Night**. During the evening, the Camozzi Research Center team presented its latest innovations in additive

manufacturing to the public, illustrating practical applications in the aerospace and manufacturing sectors.

Thanks to this collaboration, the Group employees and their family members were able to visit the Museum and participate in workshops free of charge.

This initiative reinforced Camozzi's commitment to making innovation an accessible and shared value for the community.

In 2024, the Camozzi Group renewed its commitment to supporting culture by sponsoring two important organizations in the Brescia area, among other things. The **San Benedetto Foundation**, a point of contact for cultural, civic, and professional development, organizes meetings, courses, and educational programs addressed primarily to young people, fostering open dialog on current issues and individual responsibility. Its activities also include initiatives aimed at creating jobs and developing new entrepreneurial ideas, particularly for younger people entering the workforce. Likewise, support for the **Diocesan Museum of Brescia** reflects the Group's commitment

MUSEO
NAZIONALE
SCIENZA
E TECNOLOGIA
LEONARDO
DA VINCI



to protecting and enhancing the city's artistic and spiritual heritage. This museum, which hosts works of art of great historical and cultural value, is also an active center for dissemination of culture through temporary exhibitions, educational workshops, and projects for schools.



Support for the **Garda Film Festival** also continued, confirming the Group's commitment to promoting culture and the visual arts. The 17th



edition of the festival stood out for its focus on the film-making language as a tool for social reflection and local development. The festival addressed highly topical civic issues in its section entitled "No Borders / Senza Confini", concerning works with a strong social impact. Particular emphasis was placed on **mental health**, with a number of films celebrating the centenary of Franco Basaglia.

The Camozzi Group's Commitment to Social Welfare

WE PROMOTE SPORT AS A TOOL FOR GROWTH AND INCLUSION



The Camozzi Group promotes sport as a powerful tool for growth, inclusion, and social awareness. Sport has the ability to unite people, demonstrating that physical and cultural limitations can be overcome and offering new opportunities for growth, especially for the most vulnerable. This commitment translated into support for organizations in the Brescia area that promote Paralympic sports with professionalism, passion, and a strong social impact. Among these, the long-standing collaborations with **Active Sport** and **Icaro**

Sport stand out. These are two associations that have been active for many years now, firmly believing that sport is a key factor for change, social reintegration, and - mental and physical - rehabilitation.

Active Sport has been a national reference point for Paralympic sports for over fifteen years. Founded and managed by people with motor disabilities, this association offers those who have suffered a disabling physical trauma or have had one since birth (women, men, teenagers, and children) the opportunity to



engage in and practice sports free of charge, both recreationally and competitively, in two Paralympic disciplines: **handcycling** and **wheelchair tennis**. Today, Active Sport has approximately 70 athletes, many of whom have achieved significant national and international success. A prime example is the very young

Mirko Testa, a member of the Handcycling team, who, in addition to winning national and world titles, participated in the 2024 Paralympic Games in Paris, winning a bronze medal in his category's road race and a silver medal in the Team Relay alongside his national teammates Mazzone and Mestroni.

The year 2024 was also a memorable year for wheelchair tennis, with another important milestone achieved: Active Sport's organization of the **tenth edition** of the international wheelchair tennis tournament, the **Camozzi Open**, which featured nearly forty top-100 players from more than twenty different countries. A record, as well as a significant anniversary, for this association based in Brescia. Active Sport's mission, however, goes far beyond athletic achievements. The association is involved year-round in various **educational, social, and awareness-raising projects in primary and secondary schools** by offering wheelchair physical education classes and road safety meetings, accompanied by firsthand accounts from Active Sport staff. Furthermore, the ambitious Sport Therapy project continued in collaboration with the specialized neurological rehabilitation unit at **Domus Salutis** in Brescia, which allows patients to experience



Paralympic sports activities during their hospital stay, promoting physical and emotional recovery. Another significant initiative was the **peer-to-peer counseling service**, a service designed by the Active Sport board to support people who are coping with the complex process of adapting to a disability by engaging with others who have already experienced such difficulties firsthand.

When sport meets passion and inclusion, stories that change lives are born.



At the same time, the Camozzi Group has for many years been sponsoring **Icaro Sport**, an association that promotes **wheelchair basketball**

and participates in the national second division, thus providing people with disabilities with an additional choice of sports. Icaro also promotes **mini-basketball** and organizes **fitness activities** within an integrated gym equipped for athletes with disabilities, offering athletic training programs for competitive and amateur athletes with the aim



of improving their degree of independence. The association involves approximately 80 athletes and 50 volunteers in its activities, which include school outreach.

The associations supported by the Camozzi Group not only compete, but also become true incubators of solidarity, where sport creates bonds and breaks down barriers.

FC Lumezzane sponsorship

The Camozzi Group, in its capacity as main partner, has always supported Football Club Lumezzane, a club that—in addition to the men’s and women’s senior teams—has developed a vast youth sector that includes as many as 22 teams, actively involving girls, boys, and generally younger people of various age groups from across the province of Brescia. The strong support for this football club further confirms the value the Camozzi Group places on sport, which it considers a fundamental lever for fostering personal growth from a young age and encouraging a sense of community. Beyond the significant results achieved by the men’s and women’s senior teams over the years, the club’s value lies precisely in its ability to serve as a point of contact for the entire local



community, also thanks to numerous charitable initiatives which take shape through the socio-cultural project “Noi Ci Teniamo” (We Care).

The Camozzi Group directly sponsors this program through Camozzi LINK, offering all club members and their relatives the opportunity to attend highly professional courses free of charge for personal development and language learning.





Notes on the Calculation Method

The criteria used in calculating some of the indicators included in this Sustainability Report are shown below. Some data have been restated with respect to the previous document in light of a refinement in the calculation methodology and in the scope of data collection.

ENERGY CONSUMPTION

The Camozzi Group's energy consumption was calculated in terms of megawatts per hour (MWh) using the UK DEFRA (Department for Environment, Food & Rural Affairs) "UK Government GHG Conversion Factors for Company Reporting" as a source for the conversion factors for the years 2022, 2023 and 2024.

GHG EMISSIONS

Greenhouse gas emissions were calculated according to the principles of the GHG Protocol, using the consolidation approach under operational control. Self-produced energy through photovoltaic systems was not included in the calculation of emissions as it was considered to produce zero greenhouse gas emissions.

Scope 1 direct emissions: with regard to the consumption of natural gas, petrol, diesel, LPG and fuel oil, the emission factors listed in the UK Government GHG Conversion Factors for Company Reporting of the UK DEFRA (Department for

Environment, Food & Rural Affairs) were used for the years 2022, 2023 and 2024. Tons of carbon dioxide equivalent (tCO₂eq) were considered in line with the sources of emission factors used.

Scope 2 indirect emissions: indirect emissions are equal to the consumption of purchased electricity. For the calculation of these emissions, the location-based methodology for the three-year period was used, adopting emission factors for each country in which the Group operates. For non-European countries, the data from tables published by Terna in the section "International Comparisons", whose source is Enerdata, were used. The factors were used in their most recent available version (2019). The emission factors of European countries refer to the "Production mix" contained in the annual report "European Residual Mix" of AIB for the years 2022, 2023 and 2024.

For the computation of district heating emissions, the emission factors listed in the UK Government GHG Conversion Factors for Company Reporting of the UK DEFRA (Department for Environment, Food & Rural Affairs) were used for the years 2022, 2023 and 2024.

The market-based methodology, among others, was applied for the year 2024. If no renewable energy was purchased, the emission factors of European countries



refer to the "Residual mix" contained in the annual report "European Residual Mix" of AIB for the years 2022, 2023 and 2024. For non-European countries and for district heating emissions, the same emission factors used for the location-based methodology reported above were used.

INJURY RATES

Injury-related rates concerning employees were calculated according to the following methods:

- **the injury rate** was calculated as the ratio between the total number of injuries and the total number of hours worked, multiplied by 1,000,000;

TURNOVER, HIRING, AND TERMINATION RATES

The turnover rate was calculated as the delta between the percentage of hirings and terminations in the reference year in relation to the workforce at the beginning of the year (corresponding to the workforce at 31 December the previous year).

The hiring rate was calculated as the percentage of hirings in the reference year in relation to the workforce at the beginning of the year (corresponding to the workforce at 31 December the previous year). The termination rate was calculated as the percentage of terminations in the reference year in relation to the workforce at the beginning of the year (corresponding to the workforce at 31 December the previous year).

GRI CONTENT INDEX

GRI STANDARD	ASSOCIATED MATERIAL TOPIC	REFERENCE IN DOCUMENT - NOTES	pag.
GRI 2: GENERAL INFORMATION			
REPORTING PRACTICE			
2 - 1	Organizational details	The Camozzi Group Today: A winning combination of technology and industrial experience	14-19
2 - 2	Entities included in the organization's sustainability reporting	Methodological note	8-9
2 - 3	Reporting period, frequency and contact point	Methodological note	8-9
2 - 4	Review of information	Methodological note	8-9
2 - 5	External assurance	Methodological note	8-9
ACTIVITIES AND WORKERS			
2 - 7	Employees	Safe Employment People within the company <i>Full-time/part-time contracts by gender and geographical area were not reported</i>	56-60
STRATEGY, POLICIES, AND PRACTICES			
2 - 28	Membership in associations	From our roots to the present, the foundations for a sustainable future	12-13
GRI 3: MATERIAL TOPICS			
3 - 1	Process to determine material topics	Taking a sustainable path; Methodological note	24-27; 8-9
3 - 2	List of material topics	Taking a sustainable path; Methodological note	24-27; 8-9
GRI 200: BUSINESS PERFORMANCE			
BUSINESS PERFORMANCE			
201 - 1	Direct economic value generated and distributed	The economic value	54-55

GRI STANDARD	ASSOCIATED MATERIAL TOPIC	REFERENCE IN DOCUMENT - NOTES	pag.
GRI 300: ENVIRONMENTAL PERFORMANCE			
MATERIALS			
301 - 1 Materials used by weight or volume	Substances of concern; Use of resources	Materials purchased	45-46
ENERGY			
302 - 1 Energy consumption within the organization	Energy	Energy consumption and emissions	34-39
EMISSIONS			
305 - 1 Direct greenhouse gas (GHG) emissions (Scope 1)	Climate change mitigation	Energy consumption and emissions	34-39
305 - 2 Indirect greenhouse gas (GHG) emissions (Scope 2)	Climate change mitigation	Energy consumption and emissions	34-39
WASTE			
306 - 2 Management of significant waste-related impacts	Waste	Waste management	48-51
306 - 3 Waste generated	Waste	Waste management	48-51
306 - 4 Waste diverted from disposal	Waste	Waste management	48-51
306 - 5 Waste directed to disposal	Waste	Waste management	48-51

GRI STANDARD	ASSOCIATED MATERIAL TOPIC	REFERENCE IN DOCUMENT - NOTES	pag.
GRI 400: SOCIAL PERFORMANCE			
EMPLOYMENT			
401 - 1 New employee hires and employee turnover		People within the company	60-61
OCCUPATIONAL HEALTH AND SAFETY			
403 - 9 Work-related injuries	Health and safety	Safety within the Group's companies	62-64
TRAINING AND EDUCATION			
404 - 1 Average training hours per year per employee	Training and skills development	We invest in permanent training of people	66-71
404 - 2 Programs for upgrading employee skills and transition assistance programs	Training and skills development	We invest in permanent training of people	66-71
DIVERSITY AND EQUAL OPPORTUNITIES			
405 - 1 Diversity of governance bodies and employees	Equal opportunities, diversity, and work-life balance	People within the company	56-61

Camozzi Group S.p.A.

Independent Auditors' Report on the
Sustainability Report 2024

This report has been translated into English from the original, which was prepared in Italian and represents the only authentic copy, solely for the convenience of international readers.



Independent Auditors' Report on the Sustainability Report 2024

To the Board of Directors of Camozzi Group S.p.A.

We have been engaged to perform a limited assurance engagement on the Sustainability Report of Camozzi Group S.p.A. for the year ended on December 31st, 2024.

Responsibilities of the Directors for the Sustainability Report

The Directors of Camozzi Group S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "GRI Sustainability Reporting Standards (GRI Standards)" issued by the GRI - Global Reporting Initiative, as described in the paragraph "Methodological Note" of the Sustainability Report identified by them as reporting standards.

The Directors are also responsible for such internal control as they determine is necessary to enable the preparation of a Sustainability Report that is free from material misstatements, whether due to frauds or errors.

The Directors are also responsible for the definition of the objectives regarding the sustainability performance and the reporting of the achieved results, as well as for the identification of the stakeholders and the significant matters to report.

Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditors' responsibility

Our responsibility is to express, based on the procedures performed, our conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards. We carried out our work in accordance with the criteria established in the *International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000 Revised")*, issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement. A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with *ISAE 3000 Revised*, and, consequently, does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgment and included inquiries, primarily with company's personnel responsible for the preparation of the information included in the Sustainability Report, documents analysis, recalculations and other procedures in order to obtain evidences considered appropriate.

Bari, Bologna, Brescia, Firenze, Genova, Milano, Napoli, Padova, Roma, Torino, Verona

BDO Italia S.p.A. - Sede Legale: Viale Abruzzi, 94 - 20131 Milano - Capitale Sociale Euro 1.000.000 i.v.
Codice Fiscale, Partita IVA e Registro Imprese di Milano n. 07722780967 - R.E.A. Milano 1977842

Iscritta al Registro dei Revisori Legali al n. 167911 con D.M. del 15/03/2013 G.U. n. 26 del 02/04/2013

BDO Italia S.p.A., società per azioni italiana, è membro di BDO International Limited, società di diritto inglese (company limited by guarantee), e fa parte della rete internazionale BDO, network di società indipendenti.



Specifically, we carried out the following procedures:

1. analysis of the process relating to the definition of material aspects included in the Sustainability Report, with reference to the criteria applied to identify priorities for the different stakeholder categories and to the internal validation of the process results;
2. comparison of economic and financial data included in the specific paragraph of the Sustainability Report with those included in the Consolidated Financial Statements of Camozzi Group S.p.A.;
3. analysis of processes that support the generation, collection and management of data and information to the department responsible for the preparation of the Sustainability Report.

In particular, we have performed interviews and discussions with the management of Camozzi Group S.p.A. and performed limited checks of documents to gather information on the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the department responsible for the preparation of the Sustainability Report.

Furthermore, for significant information, taken into consideration the activities and the characteristics of the Group:

- a) with reference to the qualitative information contained in the Sustainability Report, we carried out interviews and we have acquired supporting documentation to verify its consistency with the available evidence;

with reference to quantitative information, we carried out both analytical procedures and limited checks to ascertain, on a sample basis, the correct aggregation of data.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Camozzi Group S.p.A. for the period ended on December 31st, 2024 is not prepared, in all material respects, in accordance with the "GRI Sustainability Reporting Standards (GRI Standards)" issued by the GRI - Global Reporting Initiative, as described in the paragraph "Methodological Note" of the Sustainability Report.

Milan, November 14th, 2025

BDO Italia S.p.A.
Signed in the original by

Carlo Consonni
Partner

This report has been translated into English language from the original, which was prepared in Italian and represents the only authentic copy, solely for the convenience of international readers.



GROUP

camozzigroup.com

Contacts

Camozzi Group S.p.A.
Società Unipersonale

REGISTERED OFFICE
Via R. Rubattino, 81
20134 Milano
Italia
Tel. +39 02 21711751

OPERATIONAL HEADQUARTERS
Via Eritrea, 20/1
25126 Brescia
Italia
Tel. +39 030 37921
info@camozzi.com