MARPOSS

SUSTAINABILITY REPORT 2024

INDEX

Letter to Stakeholders

In a historical period marked by unprecedented transformations, we are fully aware of the challenges ahead and of the growing responsibilities that concern all of us in terms of sustainability and ESG values (Environmental, Social, and Governance). For this reason, we have set ourselves the goal of combining technical and industrial excellence with environmental and social responsibility, in order to actively contribute to a balanced and lasting progress.

Our mission – focused on providing cutting-edge solutions for the design and manufacture of measurement, control, and quality-improvement equipment – is intrinsically connected with our ambition to make a positive contribution to society and the environment.

In recent years, we have taken significant steps toward realizing this vision, embracing innovation and ESG values as the main pillars of our business. We pursue sustainability not only in the management of our internal processes but also through the way our customers use our products, helping them to reduce consumption and promote a more responsible use of resources.

Our global presence has always been a testament to the Marposs Group's commitment to the people who form the heart of our activity. We adopt a philosophy centered on creating shared value, recognizing that long-term success depends on the well-being of the communities in which we operate. We do not limit ourselves to providing advanced technological solutions – we are passionately dedicated to ensuring support, service, and inclusion wherever we operate.

Our vision inspires every decision and action, driving us to promote sustainable and responsible production practices, to invest in continuous training and professional development for our people, and to actively improve the social and economic conditions of local communities. We firmly believe that a company can truly thrive only when it grows together with its people and with the surrounding environment.

Looking ahead, we recognize that open and transparent collaboration with our stakeholders is essential to successfully face today's challenges. Your trust, support, and commitment are crucial to building together a fairer, more sustainable, and opportunity-rich future.

I would like to conclude by expressing my sincere gratitude for the continuous support you have shown us. The Marposs Group is a community of people united by the will to work in the best possible way. Together, we can build a future where technology and sustainability meet to create lasting value.

Stefano Possati

This report refers to the year 2024.

0.1 Sustainability Highlights

THE MARPOSS GROUP

47
Companies in the Group

34
Countries where the Group operates

3263
Employees worldwide

189
Active trademark registrations Worldwide

492.459 thousand euros
Economic value generated

456.244 thousand euros
Economic value distributed

CUSTOMER CENTRALITY

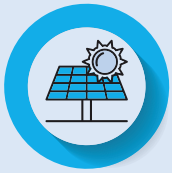
401
Number of staff dedicated to after-sales / customer service

80
Tradeshows

800
CRM Licences

ENVIROMENT

10%
Self-produced consumption from renewable sources



81%
Self-consumption rate from photovoltaic systems

-8%
Water consumption compared to the previous year

553 MWh
Electricity consumption certified with Guarantees of Origin (GO)

-40%
Waste generated compared to the previous year

69%
Recycled waste

LA STRUTTURA DI GOVERNANCE

5
Members of the Board of Directors

5
Members of the Board of Statutory Auditors

R&D

9,10%
Resources dedicated to R&D / FTE

32.566
thousand euros
(6.828 euro migliaia capex + 25.739 euro migliaia opex)
Investments in R&S

4,4%
Increase compared to the previous year

435
Granted patents worldwide

117
Pending patent applications

55
Utility models

46
Design registrations

COMMITTEES

12
Technical Committees

2
Thematic Committees

OUR PEOPLE

3.263
Employees worldwide

92%
Employees with permanent contracts

7,17%
Turnover Rate

-32%
Injury rate compared to the previous year

60%
Employees covered by collective bargaining agreements

+15.828
Training hours compared to 2023

[B1]

Methodological Note

In a context where sustainability represents an increasingly central element for the present and future of businesses, the Marposs Group (hereinafter referred to as "the Group" or "Marposs") continues to strengthen its commitment in this direction by integrating environmental, social, and governance criteria into its daily activities and corporate processes.

The publication of this second edition represents a further step in the path undertaken by Marposs toward a structured reporting of its ESG performance, reaffirming the Group's commitment to contributing consistently to responsible development, in line with stakeholder expectations and with international reference standards.

The document has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), recognized as a global reference framework for sustainability reporting by small and medium-sized enterprises. Marposs has chosen to adopt Reporting Option B, which includes the integration of the basic module with the comprehensive module, in order to ensure information that is exhaustive, transparent, and easy to consult.

Through this Report, the Group aims to present the results achieved during 2024 and outline its strategic priorities for the coming years, with the objective of generating sustainable value and strengthening its contribution to the transition toward a more equitable, resilient, and low-impact economy.

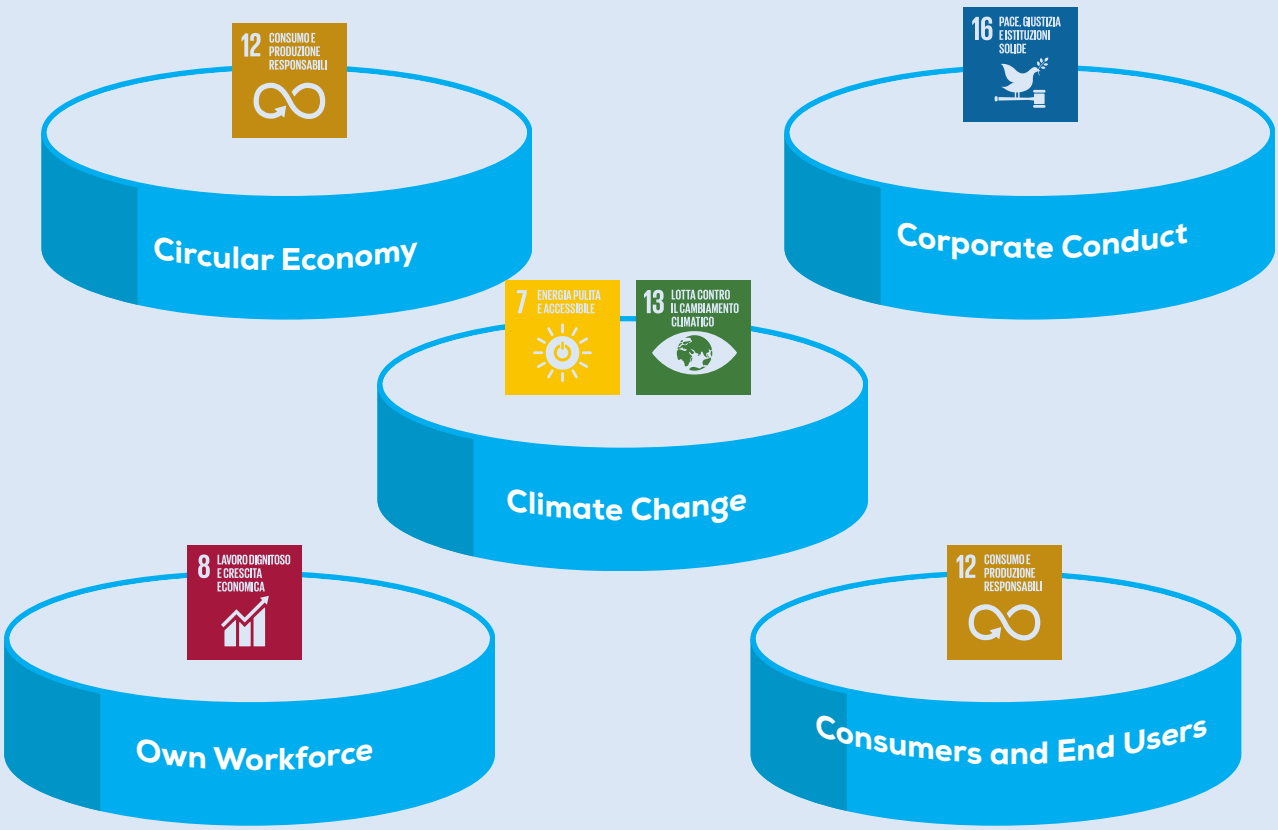
For environmental data, the reporting perimeter of the Report includes the Parent Company Marposs S.p.A.[1], with registered office in Via Saliceto 13, 40010 Bentivoglio (BO), Italy, and all fully consolidated subsidiaries.

For all other indicators, the data refer to the 32 companies included in the previous Sustainability Report. Compared to the previous reporting year, Blulink Srl is not included in the perimeter of this Sustainability Report, as it was divested during the reference period.

The reference period is the same for both the Consolidated Financial Statements and the Sustainability Report. To ensure the quality of the information, directly measurable data have been used, limiting the use of estimates as much as possible. Where present, estimated values are clearly indicated.

[1] NACE Code 26.51, Balance Sheet of €715,690,901 at the end of 2024, 2024 Revenues of €118,169,177, and 700 employees calculated as headcount at year-end 2024.

SDGs: The Group's Main Topics



0.2 Double Materiality Analysis

In consideration of the Group's progress and growth, which require continuous alignment with the regulatory context, starting from the current reporting year a first double materiality assessment has been carried out. This activity not only provides a clear overview of the sustainability path and development opportunities for the Marposs Group, but is also essential in view of the application of the **Corporate Sustainability Reporting Directive (CSRD)** and the ESRS sustainability reporting standards.

The approach adopted makes it possible to identify the impacts – actual and potential, positive and negative – generated by the Group's activities along the entire value chain, including both upstream and downstream operations. These impacts are linked to risks and opportunities, and their analysis supports a more transparent and comprehensive communication of the favorable or critical implications identified during the reporting year.

The process, structured in four phases, was designed to ensure a faithful and transparent representation of the Group's position with respect to the most relevant sustainability topics, both in terms of impact on people and the environment and in terms of expected financial effects.

CONTEXT ANALYSIS

In the first phase, an in-depth analysis of the Group's operational and strategic context was carried out. This analysis confirmed that Marposs S.p.A. does not exercise operational control over companies other than those fully consolidated, which therefore represent the only reporting perimeter. The perimeter of the sustainability analysis thus coincided with that of the full consolidation used for the Group's financial statements.

The addresses of all the Group's production and commercial sites were collected and, based on this information, **an assessment was carried out regarding potential impacts on biodiversity and local water stress. The analysis showed that the Group does not operate directly in sensitive areas, such as protected areas, natural habitats, or territories hosting vulnerable or threatened species.** With regard to water risk, although **the Group operates in some areas classified as high-risk for water stress, its activities do not involve significant consumption of water resources.**

A geographic context analysis was also conducted to identify potentially vulnerable areas, with particular attention to human rights and working conditions. In this context, the main internal and external stakeholders were also identified, in order to understand how the Group's activities may generate direct or indirect impacts on their rights and legitimate interests.

IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

Based on the evidence collected, two "long lists" were developed:

- the first concerning current and potential, positive and negative impacts,
- and the second relating to risks and opportunities associated with sustainability topics.

The information was classified according to its position in the value chain (own activities, upstream, downstream), the stakeholders involved, and the time horizon. Both lists were subsequently shared with management.

ASSESSMENT AND DETERMINATION OF MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

The impact assessment was carried out in accordance with the criteria set out in **ESRS 1 by EFRAG**, which include severity, scale, irremediability, and likelihood of occurrence. For potential impacts on human rights, the likelihood was assigned the highest level, in line with the applicable reference principles. Each driver was given a score from 1 (low) to 4 (high); the average scores were then compared with a materiality threshold of 2.3, with impacts scoring equal to or above this threshold considered material.

The assessment of risks and opportunities followed a similar approach, considering the potential magnitude of the financial impact over three time horizons (short, medium, and long term) and the likelihood of occurrence. In this case as well, the aggregated scores were compared with a materiality threshold of 1.7, with factors scoring equal to or above this threshold considered material.

OUTCOME OF THE ANALYSIS

The double materiality analysis has made it possible to identify, in a structured and transparent way, **the most material impacts, risks, and opportunities for the Group. A summary of the results is presented below:**

THEME	SUB-THEME	IMPACT
ESRS E1 **CLIMATE CHANGE**	Climate change adaptation	
	Mitigation of climate change	Greenhouse gas emissions generated by company activities (Scope 1 and 2)
		Greenhouse gas emissions along the value chain (Scope 3)
	Energy	Consumption of fossil fuels in own production activities
ESRS E5 **CIRCULAR ECONOMY**	Resource inflows, including resource use	Use of natural resources and technical materials in own production activities
	Resource outflows related to products and services	Durability and repairability of products sold
		Low recyclable content in electronic products
	Waste	Generation of waste, both hazardous and non-hazardous, from own activities
		Production of waste, both hazardous and non-hazardous, generated by the upstream and downstream value chain of own production activities
ESRS S1 **OWN WORKFORCE**	Working conditions	Potential positive impacts related to the working conditions of the company's own workforce
		Possible occurrences of accidents, injuries, and occupational diseases
	Equal treatment and opportunities for all	Gender equality, inclusion of persons with disabilities, and enhancement of diversity within the own workforce. Equal access to training and possible effective measures against violence and harassment in the workplace
	Other work-related rights	Risk related to a potential breach of employee data and exposure to cyber-attacks
ESRS S4 **CONSUMERS AND END USERS**	Impacts related to information provided to consumers and/or end users	Risk related to a potential breach of consumer and end-user data
	Personal safety of consumers and/or end users	Potential impacts on customers' health and safety during the use of sold products
ESRS G1 **BUSINESS CONDUCT**	Corporate culture	Effectiveness of governance in disseminating corporate values, culture, and ethical principles
	Whistleblower protection	Potential retaliation against whistleblowers and/or ineffective reporting system
	Management of supplier relationships, including payment practices	Potential payments that do not comply with the agreed terms toward suppliers
	Active and passive corruption	Absence or limited implementation of anti-corruption training and prevention programs

◀ Up Stream ● Marposs Group ▶ Down Stream

	TYPE	ORIGIN IN THE VALUE CHAIN	RISK / OPPORTUNITY	TIME HORIZON
		●	Physical climate-related risks for the Group's own operations due to extreme weather events	
−	Current	●	Transition risks related to the introduction of stringent emission regulations	Short term
−	Current	◀ ▶		Short term
−	Current	●	Risk of increasing energy costs	Short term
−	Current	●	Risks to the continuity of resource inflows	Short term
+	Current	●	Risk related to the entry into force of Regulation 2024/1781 establishing the definition of ecodesign requirements for sustainable products	Short term
−	Current	●		Long term
−	Current	●	Risk of regulatory and operational non-compliance in the Group's waste management – Directive 2014/30/EU and Regulation (EU) 2023/1542	Short term
−	Current	◀ ▶		Short term
+	Potential	●	Risks related to personnel management and development (high turnover)	Short term
−	Potential	●		Short term
+	Potential	●		Short term
−	Potential	●	Legal and reputational risk due to the loss of employees' sensitive data – Regulation (EU) 2016/679 (GDPR)	Long term
−	Potential	●	Legal and reputational risk due to the loss of sensitive data related to consumers and end users – Regulation (EU) 2016/679 (GDPR)	Short term
−	Potential	●		Medium term
+	Current	●		Short term
−	Potential	●		Short term
−	Potential	●		Medium term
−	Potential	●		Short term

+ Positive − Negative

1 MARPOSS GROUP

47
Companies in the Group

34
Countries the Group exists in

3.263
Employees at a local level

492.459
thousand euros
Economic value generated

456.244
thousand euros
Distributed economic value

189
Active brands registered around the world

[C1, C8]

1.1 Who We Are

Marposs, a leader in its sector, supplies precision measurement equipment to industries worldwide.

Founded in Bologna in 1952 by **Engineer Mario Possati, Marposs is today a multinational Group that develops and provides solutions for quality control and precision measurement within industrial manufacturing processes**. The Group, still family-owned and led by Stefano Possati, operates with a **direct structure in 22 countries**, supported by an extensive network of sales subsidiaries and service centers, while in another **12 countries commercial agents** are present. Overall, the Group has a total of **3,263 employees worldwide**.

The mission of Marposs is to ensure quality control in industrial production environments, contributing to process efficiency and reliability. The Group's solutions are applied to the measurement of mechanical components at every stage of machining, to machine parameter monitoring, leak and stress testing, and the automation of assembly lines.

Over the past two decades, Marposs has pursued a growth strategy supported by a targeted acquisition policy. Today, the Group consists of **47 companies** selected for their technological complementarity and ability to enhance the existing portfolio. The integration of new competencies is accompanied by continuous investment in research and development, with the goal of offering increasingly comprehensive, efficient solutions aligned with the evolving needs of industry.

Marposs is a recognized partner of major global automotive manufacturers, particularly in supporting the transition to **electric mobility**. Its technologies are also employed in high-tech sectors such as **aerospace, biomedical, consumer electronics, semiconductors, and household appliances**.

In every area of application, Marposs aims to provide reliable and customized solutions capable of supporting customers in achieving their quality and sustainability standards. Products verified through Marposs technologies are an integral part of the daily lives of millions of people around the world.

Marposs operates globally in the B2B sector through direct subsidiaries and an extensive network of sales and technical service offices. Its main markets include:

- **Europe** (with a strong presence in Italy, Germany, France, and other EU countries)
- **Asia** (China, Japan, South Korea, India)
- **Americas** (United States, Mexico, Brazil)

This structure enables the Group to tailor its offering to the specific needs of each industrial market and geographic context, while maintaining high standards of quality and operational continuity at the international level.

CORPORATE PHILOSOPHY

Guided by the original vision of its founder, Marposs follows the following principles:

- To always be physically **close to the customer**, in order to provide the best possible support both at the time of sale and afterwards.
- **To develop advanced technological solutions**, by constantly investing in research and development.
- To strive to improve **customer satisfaction**, as a measure of the quality of the work performed.

Principles that have made the success achieved possible, and that will remain essential to successfully face future challenges.

Young people have always been an integral part of the company's vision, as expressed in the words of the founder: "Our principles consist in giving you the opportunity to fulfill yourselves in the most complete way, because your fulfillment is the first reason for success of our community."

GROUP ACTIVITIES

Originally focused on the development of integrated measurement systems for grinding machines, the Group has progressively expanded its field of activity, extending its solutions also to the sector of cutting machine tools. This technological evolution has contributed to increasing process precision, reducing non-conformities, and improving the overall efficiency of production. Today, Marposs maintains a globally recognized leadership position in quality control applied to grinding processes.

Since the 1970s, the Group has established strategic collaborations with the main players in the automotive sector, supporting them along the entire value chain, from die casting to the final stages of assembly. The technological solutions offered contribute to enhancing vehicle performance, improving reliability and safety, in line with the evolving trends of an industry increasingly oriented toward sustainable mobility.

In parallel, the Group has consolidated its presence in sectors characterized by high technological intensity and rapid growth rates, such as aerospace and microelectronics. In these contexts, where the demand for advanced measurement systems is particularly high, the company distinguishes itself through its ability to develop customized solutions, the result of consolidated know-how and a continuous commitment to research and development. The goal is to guarantee customers the highest standards of precision, reliability, and sustainability in complex and constantly evolving production environments.

It should also be noted that the activities of the Marposs Group are excluded from the European Union's benchmark aligned with the Paris Agreement, as provided for in Articles 12.1 and 12.2 of Commission Delegated Regulation (EU) 2020/1818. The Marposs Group does not engage in any activities related to fossil fuels, such as the exploration, extraction, distribution, or refining of coal, oil, or gas, nor in the production of electricity with high greenhouse gas intensity.

OUR PRODUCTS AND SERVICES

The Group offers a broad and integrated portfolio of technological solutions for quality control and production process optimization, serving a wide range of industrial sectors.

It also stands out for its ability to develop highly reliable systems that make a significant contribution **to improving production performance, reducing waste, and lowering energy consumption.**

The main product lines include:

- **Applications for machine tools**
  Integrated solutions for probing, in-process measurement, and control during machining operations on grinding machines, cutting machines, presses, and molding equipment. These are advanced systems that allow continuous production monitoring, improving precision and efficiency;
- **Dimensional control systems**
  Products designed for manual or automated dimensional verification, with customized solutions for automatic lines or sample inspection. The range includes certified calibration masters to ensure continuous accuracy and compliance;
- **Leak testing, assembly control, and non-destructive inspection (NDI)**
  Technologies for integrity and leak tests, essential to ensure the reliability of assembled components. The portfolio also includes non-destructive inspections using methods such as ultrasound, eddy currents, and machine vision;
- **Components, industrial PCs, and SPC software**
  A complete range of mechanical components, sensors, electronic devices, industrial computers, and SPC systems, intended for integrators and manufacturers of measuring stations. This ecosystem ensures interoperability, high standards, and end-to-end support.

To complete its technological offering, comprehensive support is ensured through:

- **Technical consulting**, design, and tailor-made customization services;
- **Specialized training** for operators and technicians;
- **Global after-sales assistance**, with a widespread presence in **22 countries**.

Through this ecosystem of solutions, the **Marposs Group positions itself as a strategic partner in the transition towards a more efficient, intelligent, and sustainability-oriented manufacturing.**

INDUSTRIES


MACHINE TOOLS - MACHINING PROCESSES


AUTOMOTIVE & TRANSPORTATION (ICE + EV)


AEROSPACE


HVAC-R AND WHITE APPLIANCES


SEMICONDUCTORS - LED & CONSUMER ELECTRONICS


MECHANICAL COMPONENTS


ENERGY


BIOMEDICAL & GLASS CONTAINERS

A JOURNEY THROUGH TIME

Over the course of more than seventy years, the organization has gone through decisive phases that have significantly contributed to its development and the strengthening of its presence in the global market. Among the most relevant milestones that have shaped this journey are:

1952

Mario Possati founds Marposs. He was not sure exactly what kind of product he wanted to produce, but he had no doubt about the type of company. It had to be based on a vision of "technical excellence" and allowing young people to fulfil their potential. The choice of name (MAR from Mario and POSS from Possati) was extremely practical as it could be pronounced properly in any language.

1962

Ten years after its foundation and having already acquired a significant share of the domestic market, **the company opens its first branch abroad, in Germany.**

1963

Marposs opens in Detroit, the automotive capital of America. Its IBM-based business model is to put down roots in different markets in order to manage them locally (the so-called "glocal" vision).

1990/2000

Having started from a niche market, Marposs has already become a key supplier for leading automotive brands. With the onset of the 1990s recession, however, it soon became clear that to continue growing, the company had to move beyond its traditional "core" business. This gave rise to an investment plan in other sectors through a strategy of takeovers that follow two criteria: product synergy and market synergy. Thanks to these operations, from 2000 onwards **Marposs is no longer totally devoted to the AUTOMOTIVE world**. One of the fastest growing sectors is "leak testing", which is important for the automotive world, but also essential for the air conditioning, domestic and industrial battery, biomedical and aerospace categories.

1969

Marposs builds its headquarters in Bentivoglio with an innovative design and featuring an air conditioning system (unusual at the time) with materials that require very little maintenance and internal gardens every 30 metres to offer employees a welcome pause.

1970

Marposs opens in Japan (at the time Marposs and Olivetti were the only Italian companies there). To establish the trust required to win over a Japanese customer (at the time our main client was Toyota) requires constancy and proximity, and our commitment pays off as Japan turns out to be our springboard for penetrating the Asian market. Japan is undoubtedly the most important country in the formation of the Marposs philosophy.

2004

Marposs, which has been active in China since 1986, decides to invest in its own production site. The aim is to serve the local and Asian market with the same quality that characterizes its "Made in Italy" production.

2007/ 2016

Our development strategy continues in Asia and the Pacific. **The company opens new branches in India (2007), Australia (2008) and Vietnam (2016)**.

2020/ 2024

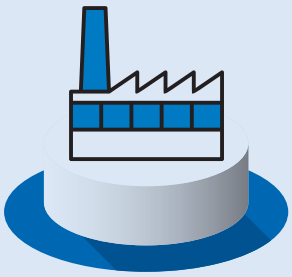
The challenge is to maintain our advanced specialisation in traditional sectors while pushing diversification and, in particular, to meet **the challenge of sustainable mobility** (the transition from internal combustion to electric engines).

1.2 The Group's structure

Marposs S.p.A., the Group's headquarters, coordinates a network of companies capable of providing products and support on a global scale. In particular, the Group iscomposed of:

SALES AND SERVICE CENTERS

that are exclusive distributors of the Group's products in the country they operate in. They offer customers technical and business advice, consultation on metrology and after-sales service for all the products the Group markets. The presence of a Group company in the customer's country ensures rapid intervention and communications in the same language.



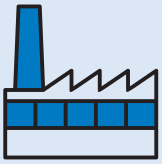
PRODUCTION AND COMPETENCE CENTRES

the vast range and differentiation of the Group's production companies allow us to offer customers the widest portfolio of products and technical solutions. **Every centre also has the skills and control expertise required for the design and production of the products and applications it releases on markets.**

Currently, the Group operates through its own sales and service organizations in 22 countries, and in an additional 12 countries through a network of agents and distributors, employing a total of 3,263 people.


GREAT BRITAIN
Marposs Limited
SWITZERLAND
Marposs AG
Movomatic SA
GERMANY
Marposs GmbH
Dittel Messtechnik GmbH
Marposs Monitoring Solutions GmbH
Lehren- und Meßgerätewerk Schmalkalden GmbH
Movomatic GmbH
Solarius GmbH
Mesys GmbH
AUSTRIA
Marposs Austria GmbH
SWEDEN
Marposs AB
CZECH REPUBLIC
Marposs s.r.o.
CHINA MAINLAND, HONG KONG, MACAU & TAIWAN
Marposs (Shanghai) Technologies Co., Ltd.
Marposs Nanjing Automation Co., Ltd.
Sanmenxia Zhongyuan Jingmi Co., Ltd.
MG Asia Limited (Hong Kong)
Marposs Company Limited (Taiwan)
Solarius Trading (Shanghai) Ltd
KOREA
Marposs Company Limited
JAPAN
Marposs Kabushiki Kaisha
AUSTRALIA
Marposs Australia Pty. Ltd.
ITALY
Marposs S.p.A. - Headquarters
Marposs Italia S.p.A.
MG S.p.A.
Helium Technology S.r.l.
Tecna S.r.l.
Aeroel S.r.l.
Elettrosystem S.r.l.
E.D.C. Electrical Dynamic Company S.r.l.
D.S.I. Digital Strategy Innovation S.r.l.
BRAZIL
Marposs Aparelhos Eletrônicos de Medição Ltda.
MG Exim Tecnica Ltda
FRANCE
Marposs SAS
Stil SA
SPAIN
Marposs S.A.
INDIA
Marposs India Pvt. Ltd.
THAILAND
Marposs (Thailand) Co., Ltd.
INDONESIA
PT. Marposs Gauges Indonesia
VIETNAM
Marposs Vietnam Company Limited

The Group consists of the following companies:



PRODUCTION AND COMPETENCE CENTERS

MARPOSS S.P.A.

Bentivoglio (Bologna, Italy)

Marposs SpA is the Group's main manufacturing and research & development unit.

MG SpA

Travagliato (Brescia, Italy)

Wholly owned by Marposs S.p.A., is a leading company in the field of metrology, specializing in measurement systems, functional and leak testing, and quality control machines. Its main application sectors include the automotive industry and its supply chain, aerospace, hydraulic and pneumatic components, electrical components, glass industry, machine tools, and more;

Marposs Nanjing Automation Co. Ltd.

Nanjing (Nanchino) China

66.67% owned by MG Asia Ltd and 33.33% by Marposs S.p.A. The company is engaged in the production of industrial automation equipment and measuring instruments (machines and benches);

Marposs Monitoring Solutions GmbH (MMS)

registered office in Egestorf (Hamburg, Germany)

operating office Erkrath (Dusseldorf, Germany)

wholly owned by Marposs S.p.A. The company includes the Artis brand, a leader in the development and production of machine tool monitoring and control systems, and the Brankamp brand, a technology leader in sensor monitoring applications for the metalworking industry;

Control Gaging Inc.

Ann Arbor (Michigan, USA)

wholly owned by Marposs S.p.A. and manufactures products and services in the "in-process" segment for the American market;

MG Exim Tecnica Ltda

Sao Bernardo do Campo (Brazil)

85.06% owned by MG S.p.A. The company is active in the sales and technical support of products for the mechanical industry in the Brazilian market; this also includes the distribution and servicing of MG products. The company also has mechanical design resources that allow the development of local equipment for the domestic market;

Helium Technology Srl

registered office in Bentivoglio (Bologna, Italy)

operating facilities in Calvignasco (Milan, Italy) and in Cornate D'Adda (Monza Brianza, Italy)

wholly owned by MMS GmbH (Germany). It manufactures equipment for leak testing in engine, transmission, and injection system components using helium technology, which ensures greater accuracy. The company also operates in non-traditional Marposs sectors such as refrigeration, pharmaceuticals, and food;

Dittel Messtechnik GmbH

Landsberg am Lech in Baviera (Germany)

wholly owned by Marposs S.p.A. and holds a leading position in the German market for measurement technologies and machine tool control systems (automatic balancing and grinding process monitoring systems);

FL Tool Holders LLC Livonia (Detroit, Michigan USA)	wholly owned by Marposs Corp., is a leader in the production of precision equipment primarily dedicated to the automotive, marine, and aerospace sectors;
Marposs Aerospace Mexico SA de CV Querétaro (north of Mexico City, Mexico)	wholly owned by Marposs Mexico SA de CV and is engaged in the production of tooling and mechanical equipment dedicated to the aerospace industry. The company is part of the Group's expansion strategy towards the aerospace sector;
Tecna Srl Mirandola (Modena, Italy)	wholly owned by Marposs SpA, carries out electronic design, production, and marketing activities for leak and flow testing equipment used in all industrial sectors, from mechanical to biomedical. The latter sector plays an increasingly important role in the diversification of the Group's product range;
Sanmenxia Zhongyuan Jingmi Co.Ltd Sanmenxia (China)	90% owned by Marposs S.p.A. and specializes in the production of in-process measuring instruments and grinding cycle and wheel-balancing monitoring systems, covering the range of products aimed at the less technologically sophisticated segment of the Chinese market.
Aeroel Srl Pradamano (Udine, Italy)	wholly owned by Marposs SpA, carries out research and design activities aimed at the production, marketing, and installation of measuring instruments for industrial automation;
Elettrosystem Srl Scurzolengo (Asti, Italy)	wholly owned by Marposs SpA, carries out manufacturing and related marketing activities for industrial robots used in multiple sectors, including the mechanical and medical fields;

Lehren- und Meßgerätewerk Schmalkalden GmbH Schmalkalden (Germany)	wholly owned by Marposs SpA, carries out design, manufacturing, and marketing activities for attribute gauges, mechanical equipment, and dimensional control stations used in multiple sectors, including the automotive industry;
Sciences et Techniques Industrielles de la Lumiere SAS (shortened as STIL) Aix en Provence (France)	wholly owned by Marposs SpA, carries out development, production, and marketing activities for non-contact measurement systems based on chromatic confocal technology;
E.D.C. Electrical Dynamic Company Srl Milan (Italy)	wholly owned by the Parent Company, carries out production activities for testing equipment for electric motors (both industrial and automotive) and related components such as rotors and stators. These systems can also be integrated into automatic lines and used in both laboratory applications and production environments;
Movomatic SA Peseux (Neuchâtel, Switzerland	wholly owned by Marposs SpA, carries out production and marketing activities for high-precision grinding process control equipment used in various industrial sectors;
Movomatic GmbH Landsberg am Lech (Germany)	wholly owned subsidiary of Movomatic SA, it is engaged mainly in the production and marketing within the German territory of high-precision grinding process control equipment;
Digital Strategy Innovation Srl, Venice (Italy)	70% owned by Marposs SpA, is a start-up operating in the field of artificial intelligence, carrying out research and development activities on technologies and products aimed at introducing digital and computer vision solutions for the manufacturing industry;
MeSys GmbH Meß- und Regelsysteme für Industrieautomation Greifenberg (Germany)	70% owned by Marposs SpA, carries out development, production, sales, and service activities for non-contact and non-radiometric online and offline measuring instruments using ultrasonic technology for the measurement of thickness and density;
Solarius GmbH Monaco (Germany)	wholly owned by Marposs SpA, is a leader in precision systems for the inspection, measurement, analysis, and visualization of surfaces using non-contact technology. Its products combine high-resolution sensors with automated data acquisition systems and powerful analysis tools. The main target markets are the medical, consumer electronics, and semiconductor sectors;
Solarius Development Corp. San Josè (California)	wholly owned by Solarius GmbH, is engaged in the marketing and distribution of Solarius-branded products in the U.S. market;
Solarius Trading (Shanghai) Limited Shanghai (China)	wholly owned subsidiary of Solarius GmbH and is mainly engaged in providing technical support for products on the Chinese market.

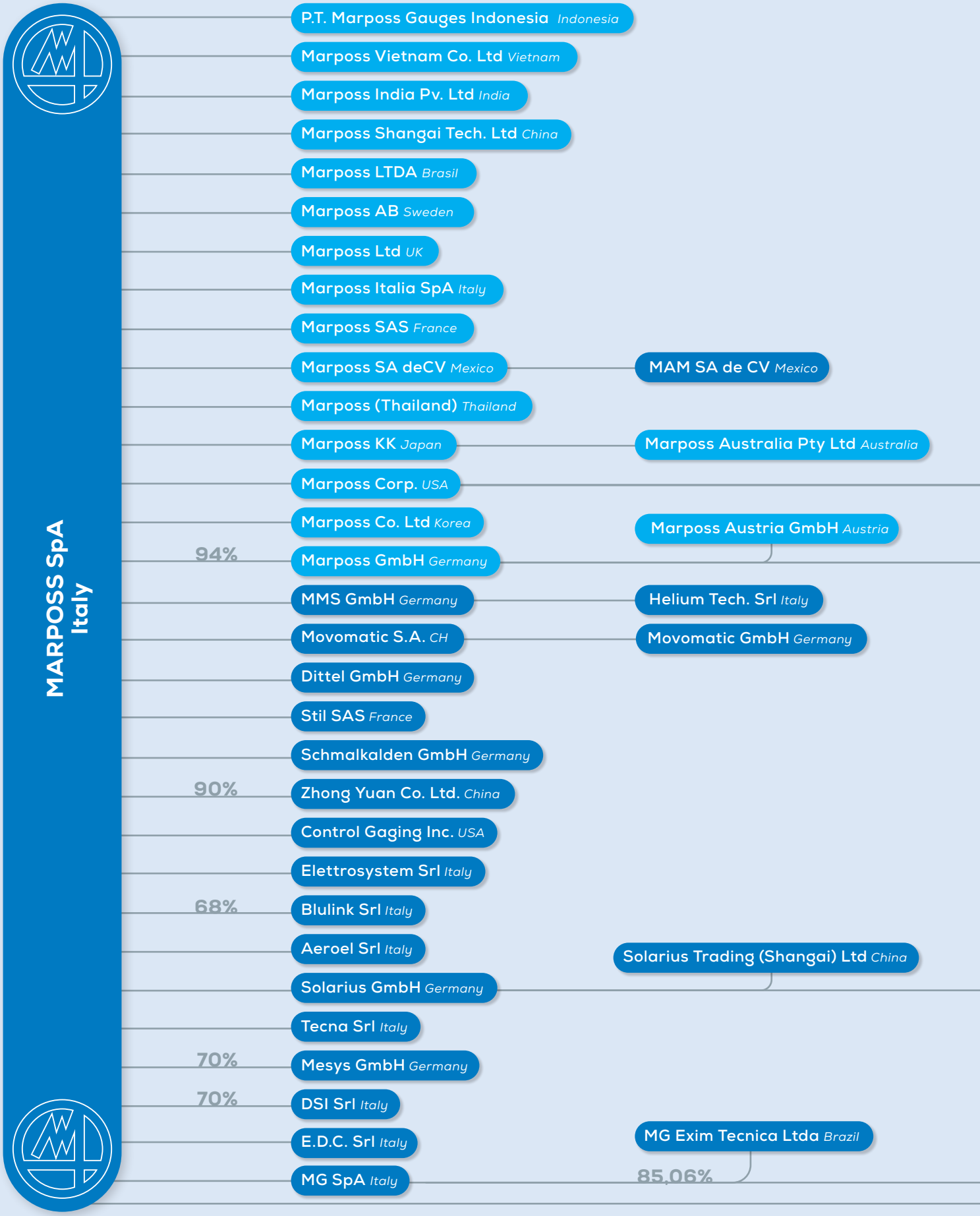
SALES AND SERVICES CENTERS

Marposs GmbH Weinstadt (Stuttgart, Germany)	94% owned by Marposs SpA.
Marposs Kabushiki Kaisha Tokyo (Japan)	Wholly owned by Marposs SpA.
Marposs Italia SpA Bentivoglio (Bologna, Italy)	wholly owned by Marposs SpA.
Marposs Corp., Auburn Hills Detroit (Michigan, USA)	Wholly owned by Marposs SpA.
Marposs Shanghai Technologies Co.Ltd, Shanghai (China)	Wholly owned by Marposs SpA.
MG Asia Ltd Hong Kong	Wholly owned by MG SpA.
Marposs Sas Chelles (Parigi, France)	wholly owned by Marposs SpA, in addition to managing the marketing of products on the French market, also includes the production division known as Kern, which specializes in high-precision mechanical gauges for the aerospace and automotive industries, as well as the BPMA product line, dedicated to the design and production of tooling and mechanical equipment for the aerospace sector.
Marposs Ltd Coventry (United Kingdom)	Wholly owned by Marposs SpA.
Marposs Company Ltd Seoul (Korea)	Wholly owned by Marposs SpA.
Marposs Ltda Sao Paulo (Brazil)	Wholly owned by Marposs SpA.
Marposs SA Barcellona (Spain)	Wholly owned by Marposs GmbH.
Marposs AB Karlskoga (Sweden)	Wholly owned by Marposs SpA.
Marposs SA de CV Atizapan de Zaragoza (Mexico City, Mexico)	Wholly owned by Marposs SpA.
Marposs Austria GmbH Wiener Neudorf (Vienna, Austria)	Wholly owned by Marposs GmbH.
Marposs S.R.O Prague (Czech Republic)	Wholly owned by Marposs GmbH.

Marposs Taiwan Co. Ltd Taichung City (Taiwan)	Wholly owned by MG Asia Ltd.
Marposs Corp. Toronto (Canada)	Wholly owned by Marposs Corp. USA.
Marposs India Pvt Ltd New Delhi (India)	Wholly owned by Marposs SpA.
Marposs Australia Pty Ltd Dandenong (Melbourne, Australia)	Wholly owned by Marposs KK.
Marposs (Thailand) Co. Ltd Bangkok (Thailand)	Wholly owned by Marposs SpA.
Marposs Vietnam Company Limited Hanoi (Vietnam)	Wholly owned by Marposs SpA.
PT Marposs Gauges Indonesia Jakarta (Indonesia)	Wholly owned by Marposs SpA.

Also included within the consolidation scope is Fulton Place Properties LLC, based in Fremont (California, USA) and wholly owned by Marposs Corporation (USA). It is a real estate company that owns the Marposs Corporation branch premises located in Fremont, California.

GROUP SOCIOGRAM



The following representation illustrates the Group's corporate structure as of December 31, 2024.

SALES AND SERVICE CENTRES

PRODUCTION AND COMPETENCE CENTRES

Marposs Corp. *Canada*

FL Tool LLC *USA*

Fulton LLC *USA*

Marposs s.r.o. *Czech Rep.*

Marposs SA *Spain*

Solarius Develop. Corp. *USA*

MG Asia Ltd *Honk Kong*

66,67%

Marposs Nanjing Autom. *China*

Marposs Taiwan Co. Ltd. *Taiwan*

33,33%

TRADEMARK REGISTRATIONS

The Group's identity is rooted in the vision of its founder, Mario Possati, to whom the creation of the historic trademarks, which still embody its distinctive values today, is owed.

Over time, the trademark portfolio has progressively expanded, also integrating those belonging to the various entities that have been acquired, thereby strengthening the presence and recognizability of the Group in its reference markets.

At the end of 2024, the Group counted a total of 189 active registered trademarks worldwide.

MARPOSS

MARPOSS

[B2-B11]

1.3 Ethics and Integrity in the Group's Business Model

Find out more

The Marposs Group is committed to building its business model on **principles of ethics, transparency, and social responsibility**. Through a shared **Code of Ethics** and dedicated governance tools, such as the whistleblowing channel, the Group ensures the promotion of fair conduct and the protection of all parties involved, in full compliance with applicable regulations.

CODE OF ETHICS

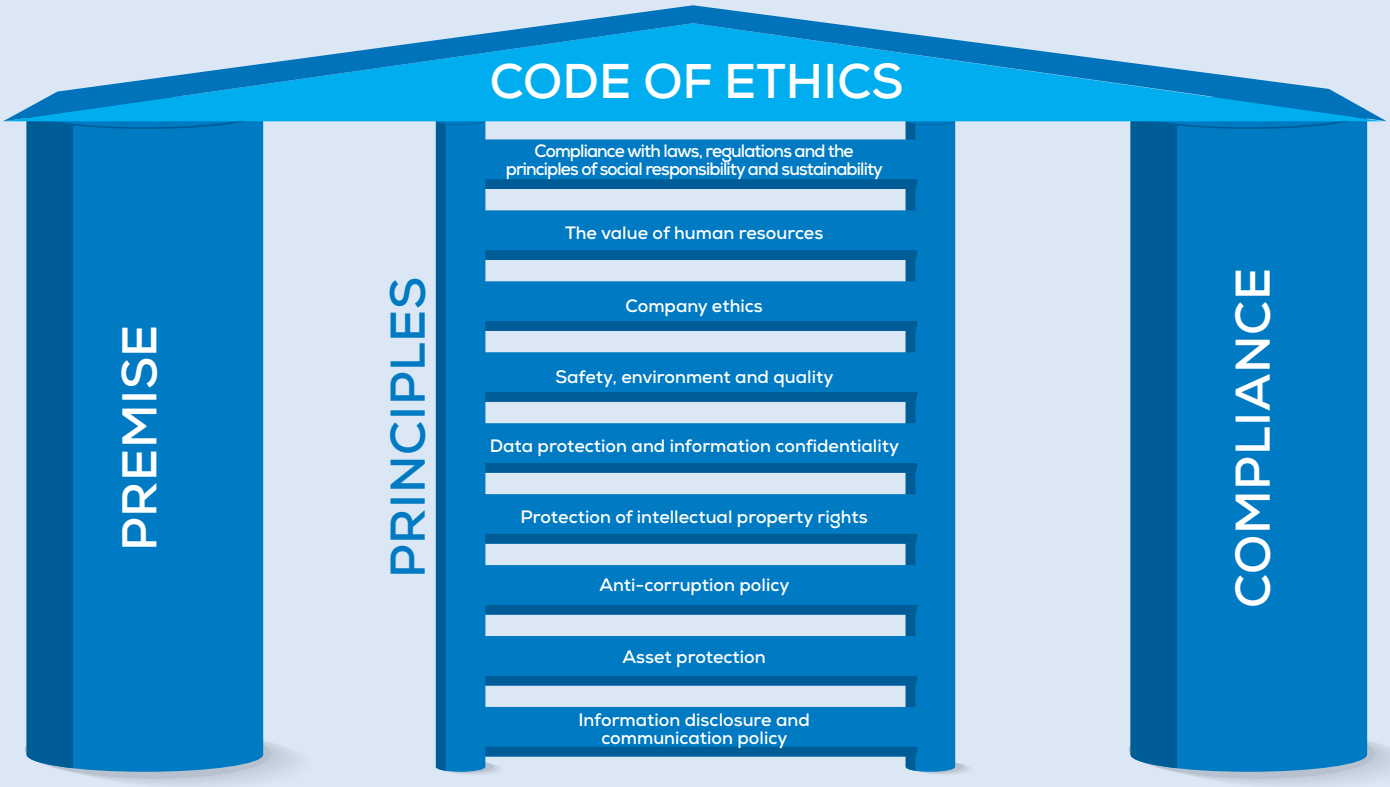
The Group's Code of Ethics represents the fundamental reference for ensuring that all activities are conducted in accordance with **shared ethical principles**. It defines the values, standards of conduct, and responsibilities that each employee is required to observe in the performance of their duties.

The purpose of the Code is **to promote a work environment based on respect, collaboration,** and inclusion, contributing to the creation of a positive corporate climate founded on trust and integrity. It also serves as a **preventive tool** against behaviors that are non-compliant or potentially damaging to the company's reputation.

The Group recognizes and upholds the principles of **legality, social and environmental responsibility, as well as the protection and enhancement of human capital. In this perspective, it is committed to ensuring safe working conditions, supporting fundamental human rights, and promoting the sustainable development of its activities.**

The Code of Ethics requires It also promotes transparent behavior in business relations and the responsible management of corporate resources. The Group is committed to accurate, complete, and timely communication, avoiding the dissemination of any misleading or unverifiable information.

THE PILLARS OF THE CODE OF ETHICS



POLICY OF THE GROUP

Starting from the principles established in the Code of Ethics, the Group organically defines its corporate guidelines through a system of internal Policies. These documents express the strategic directions, operational approaches, and the methods through which each Group company translates common values into concrete actions, ensuring consistency and uniformity in both the definition of objectives and the implementation of strategies.

Environmental policy

CLIMATE CHANGE

Marposs has completed the calculation of **Scope 1 and Scope 2** emissions for all Group companies, expanding the **analysis perimeter from 32 to 47 entities**, and has initiated the monitoring of Scope 3 emissions, starting from the Parent Company, with the goal of progressively extending this activity on a global scale.
At the same time, several companies have implemented **self-generation initiatives from renewable sources and energy efficiency measures**, including photovoltaic systems, geothermal solutions, district heating, and consumption reduction programs, all within a structured energy transition plan aimed at defining the **Group's decarbonization strategy**. This plan includes the full integration of Scope 3 calculations, the definition of the emission baseline, and the implementation of emission reduction strategies.

WATER AND MARINE RESOURCES

Marposs monitors water consumption at the Group level, ensuring data tracking and transparency. The production activity does not involve intensive water use, as water is mainly employed for sanitary and service purposes. Consequently, no significant impacts on local water resources or the marine environment have been identified, while confirming the Group's ongoing commitment to responsible use and the reduction of potential waste.

BIODIVERSITY AND ECOSYSTEMS

Marposs monitors the Group's operational sites, verifying their location in relation to areas sensitive to biodiversity or subject to environmental restrictions. Although no significant impacts related to company activities have been identified, in cases of proximity to protected areas the company ensures full compliance with applicable regulations.

CIRCULAR ECONOMY

Marposs applies circular economy principles across all Group companies, **ensuring waste traceability and the distinction between hazardous and non-hazardous waste. The objective is to minimize disposal and maximize material recovery**, with non-hazardous waste mainly directed to recycling or other recovery operations.Hazardous waste is managed through authorized operators, with continuous monitoring of disposal methods. The share of waste sent for recycling is regularly measured to assess the Group's circularity performance.

In this way, Marposs promotes **waste reduction, reuse,** and the progressive increase of recycled materials within its activities.

Find out more

Human Rights and Work Conditions Policy

OWN WORKFORCE

Find out more

Marposs systematically monitors its workforce, collecting data on contracts, gender, types of employment, actual hours worked, and employee protections, including trade union representation, social protection systems, and health and safety conditions.

This responsibility is formalized in the **Human Rights and Working Conditions Policy**, which establishes **respect for fundamental rights, equal treatment, non-discrimination, and the guarantee of fair and safe working conditions for all employees.**

Occupational Health and Safety Policy

OWN WORKFORCE

Find out more

At the same time, the **Occupational Health and Safety Policy** defines the guidelines for risk prevention, the protection of workers' health, and the promotion of safe environments through management systems, continuous training, and the improvement of corporate practices. Training is tracked across different areas – from health and safety to technical, digital, and managerial courses – supporting the continuous development of employee skills.

Responsible Purchasing Policy

WORKERS IN THE VALUE CHAIN

Find out more

Marposs recognizes that achieving sustainability goals also depends on the engagement of its supply chain. To this end, it has adopted a **Responsible Purchasing Policy and a Supplier Code of Conduct**, both of which emphasize compliance with regulations on health and safety, human rights, and working conditions throughout the entire value chain. Particular attention is given to **critical raw materials**, such as minerals, with a clear commitment to avoiding sourcing from conflict-affected areas.

MANAGEMENT SYSTEMS

The Group pursues the goal of sustainability with determination through the adoption of management systems aimed at the continuous improvement of its performance. This engagement extends beyond the boundaries of production sites, also involving supplier processes, in order to ensure compliance with environmental standards and promote the responsible management of activities. Particular attention is given to the reduction of atmospheric emissions, the proper management of waste, and the treatment of wastewater.

The Integrated Management System of Marposs S.p.A. complies with the requirements of ISO 9001 for quality, ISO 14001 for environmental protection, and ISO 45001 for occupational health and safety. This compliance is a concrete demonstration of the organization's ongoing commitment to improving its overall performance and ensuring high levels of reliability across all areas of activity.

In addition, a project has been launched to align the energy management system with the **ISO 50001** standard, with the goal of achieving continuous improvement in energy performance by reducing energy consumption and waste through a structured and measurable approach, generating both economic and environmental benefits.

CERTIFICATION STANDARDS

ISO 9001 **Quality**	Represents international recognition for the management of product and service quality, with the objective of ensuring customer **satisfaction and compliance with all applicable requirements.**
ISO 14001 **Enviroment**	Certifies the commitment to managing the **environmental impact** of operations. It ensures the adoption of a systematic approach to achieve **environmental objectives** and to continuously maintain **sustainable practices**.
ISO 45001 **Health and Safety**	Ensures the implementation of an occupational health and safety management system that prevents accidents and occupational diseases, **promoting a safe and healthy work environment for all employees.**
ISO 50001 **Energy**	Enables the implementation, management, and improvement of an Energy Management System (EnMS), with the ultimate goal of achieving the continuous improvement of energy performance, **reducing consumption and energy waste** through a structured and measurable approach, and obtaining both economic and environmental benefits.
ISO 17025 **General requirements for the competence of testing and calibration laboratories**	Guarantees the competence, impartiality, and reliability of testing and calibration laboratories, ensuring that their results are accurate, repeatable, and valid, thus promoting mutual trust between customers and laboratories at an international level.
TISAX **Trusted Information Security Assessment eXchange**	Represents the assessment and exchange standard for information security within the automotive sector.

MARPOSS GROUP CERTIFICATION

ISO 9001 Quality	ISO 14001 Enviroment	ISO 45001 Health and Safety	ISO 17025 General requirements for the competence of testing and calibration laboratories	TISAX Trusted Information Security Assessment eXchange	ISO 50001 Energy
20 **+ VDA6 part4 DB Germany**	**4** **Marposs SpA, db USA, DITTEL, DB Germany**	**1** **Marposs SpA**	**5** **Marposs spa, MG, MNA, SCHMALKALDEN, FL TOOL**	**1** **DB Germany**	**Marposs SpA 2025**

WHISTLEBLOWING CHANNEL

Marposs has adopted specific tools and procedures to enable the **reporting of behaviors that do not comply with the principles of the Code of Ethics,** ensuring the confidentiality of communications and the protection of the whistleblower's identity. These mechanisms guarantee that every report is handled appropriately and in full compliance with applicable regulations, preventing any form of retaliation or discriminatory treatment against those who act in good faith.

The system provides for the use of secure channels, including digital and encrypted platforms, and complies with **Legislative Decree 24/2023**, implementing **EU Directive 2019/1937**, ensuring a protected and accessible process for all individuals working within or in collaboration with the Group.

FIGHT AGAINST CORRUPTION

The Group has never shown exposure to corruption risks, nor has it been subject to disputes or financial sanctions related to such matters. Despite the absence of previous cases, the commitment to prevention remains a priority, with the ongoing implementation of training programs and awareness **initiatives dedicated to anti-corruption**, also aimed at ensuring compliance with the most recent regulations.

Furthermore, the Group ensures transparency towards its business partners, to whom the principles and procedures adopted by the Group on anti-corruption are clearly communicated. In support of this commitment, a structured system for managing reports has also been established, based on a whistleblowing model compliant with current standards.

2 OUR GOVERNANCE

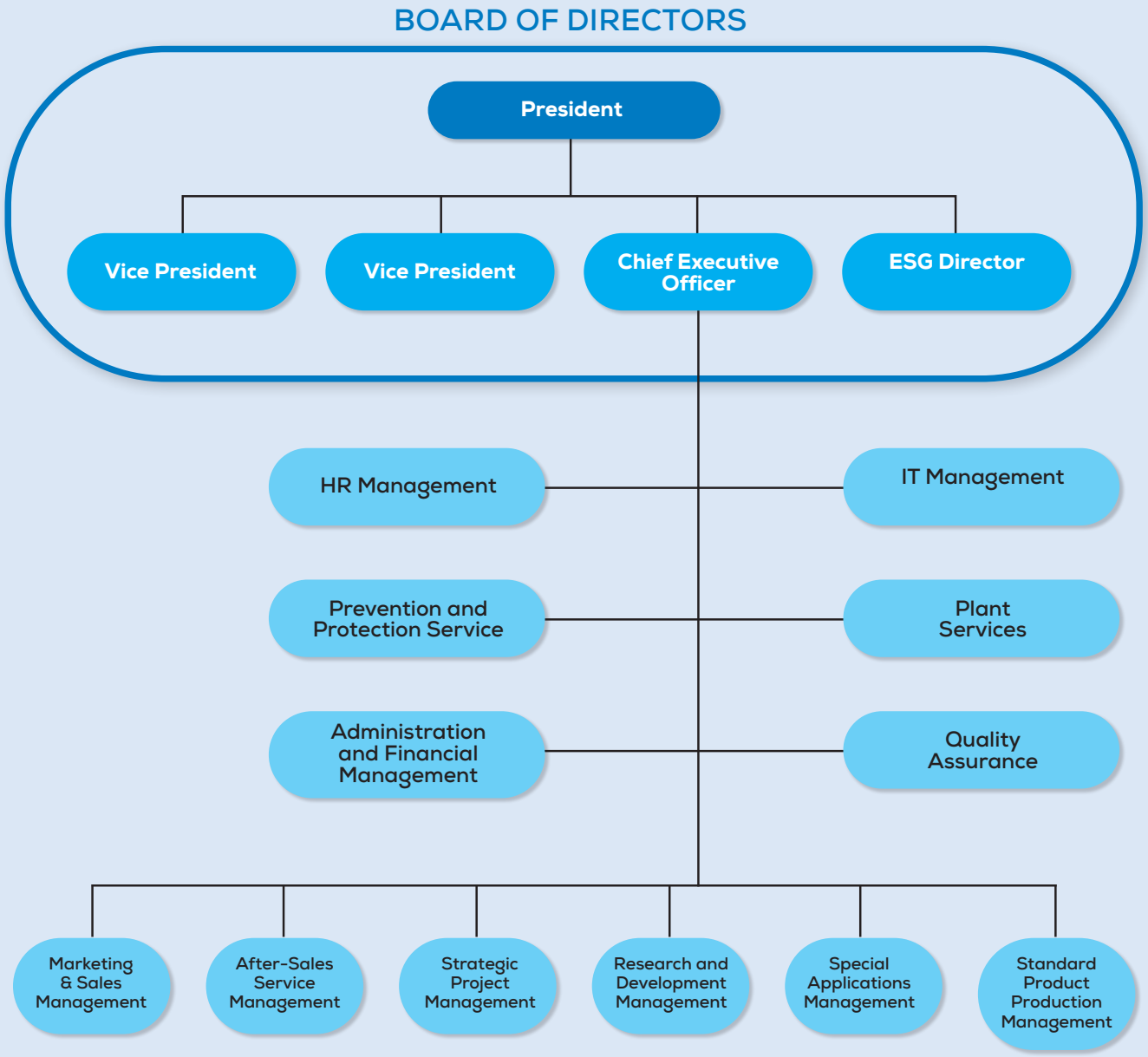
5

Members of the Board of Directors

5

Members of the Board of Auditors

HEADQUARTERS ORGANOGRAM



[C9]

2.1 Governance Bodies

The governance bodies of Marposs play a central role in guiding the Group's strategic decisions, inspired by the fundamental principles of **ethics, integrity, and responsibility.**

The governance system is structured according to the traditional administration and control model, and its main bodies include the Shareholders' Meeting, the Board of Directors, and the Board of Statutory Auditors. Their functioning is governed by law, by the Bylaws, by the Regulations of the Board of Directors, and by the resolutions adopted by the competent bodies depending on specific circumstances.

Within the adopted governance model, the Board of Directors (hereinafter "the Board") is the body responsible for the strategic direction and supervision of corporate activities. The Board is responsible for the resolutions necessary to ensure the achievement of corporate objectives, both in ordinary and extraordinary matters. .

Administrative Body: Board of Directors

The current Board of Directors was appointed on July 14, 2022, and will remain in office until the approval of the financial statements for the year 2024. The Board consists of five members, all male, with an average age of 62. Gender representation is therefore entirely male (100%), and 80% of the directors hold executive positions, actively contributing to the operational management of the company.

The following table shows the detailed composition of the current Board of Directors.

STEFANO POSSATI
Chairman of the Board of Directors
ALESSANDRO STRADA **Chief Executive Officer (CEO)**
EDOARDO POSSATI
Vice Chairman of the Board of Directors
FRANCESCO POSSATI
Vice Chairman of the Board of Directors
ALBERTO POSSATI
Board Member

Supervisory Body: Board of Statutory Auditors

To complement the governance structure, the Board of Statutory Auditors ensures a control and supervisory function, guaranteeing that the company's activities comply with the applicable legal and statutory framework. Its main responsibilities include verifying the adequacy of the organizational, administrative, and accounting structure, as well as assessing its actual effectiveness.

The Board of Statutory Auditors, which will remain in office until the approval of the 2024 financial statements, was appointed on September 14, 2022.

It consists of five members, with an average age of 54. Gender composition is balanced, with a female majority of 60%.

The current composition is as follows:

NICOLA MARIA ARTESE
President of the Board of Auditors
SILVIA MIGNANI
Auditor
VALERIA DI LENARDO
Auditor
SARA TASSI
Alternate Auditor
GIAMPIERO RUBBI
Alternate Auditor

The appointment and selection processes of the governance bodies

The organization of the company, together with the governance framework, operates in an integrated and collaborative manner, with the shared objective of creating long term value not only for shareholders but for all stakeholders. This approach is based on transparency and accountability.

The appointment of governance bodies is entrusted to the shareholder, who directs their choices toward managerial figures recognized for their integrity, experience gained over time, and well established professional competencies.

2.2 Sustainability Governance

ESG Manager

The ESG Manager, Francesco Possati, a member of the Board of Directors, was appointed on December 5, 2024.
The ESG Manager is a member of the committee listed below.

ESG Commitee

In 2023, a committee of particular importance was established within the governance structure: the ESG Committee. This cross-functional body coordinates and involves the various corporate areas in the management of the impacts generated by Marposs and is responsible for informing the Board of Directors (the Board) about relevant issues and topics that arise. Its mission is to provide the Group with the necessary tools to address sustainability challenges in a responsible, effective, and integrated manner.

3 THE SUSTAINABILITY JOURNEY

3.1 The Sustainability Journey

Marposs has always recognized the importance of maintaining constant and informed interaction with its stakeholders, in the belief that each counterpart actively contributes to the process of value creation. The operational context in which the Group's personnel operate can directly or indirectly influence the effectiveness with which corporate objectives are pursued. For this reason, open dialogue and constructive engagement with stakeholders are essential tools to promote development that integrates business performance with the social and economic progress of the communities in which the Group operates, guiding decisions toward a sustainable and shared future.
The analysis of the level of engagement and the quality of relationships established with stakeholders represents a key step in identifying areas for improvement and strengthening the effectiveness of the initiatives undertaken. **The process is structured in two main phases:**

- **Identification of Stakeholders**
- **Engagement Methods**

3.2 Identification of Stakeholders

The Group assigns priority to the parties with whom it is necessary to maintain a structured and continuous dialogue, in order to establish **effective communication channels** aimed at the prevention and management of potential issues. Understanding the level of mutual impact between the organization and each stakeholder makes it possible to focus efforts in a targeted manner, in line with the defined objectives.

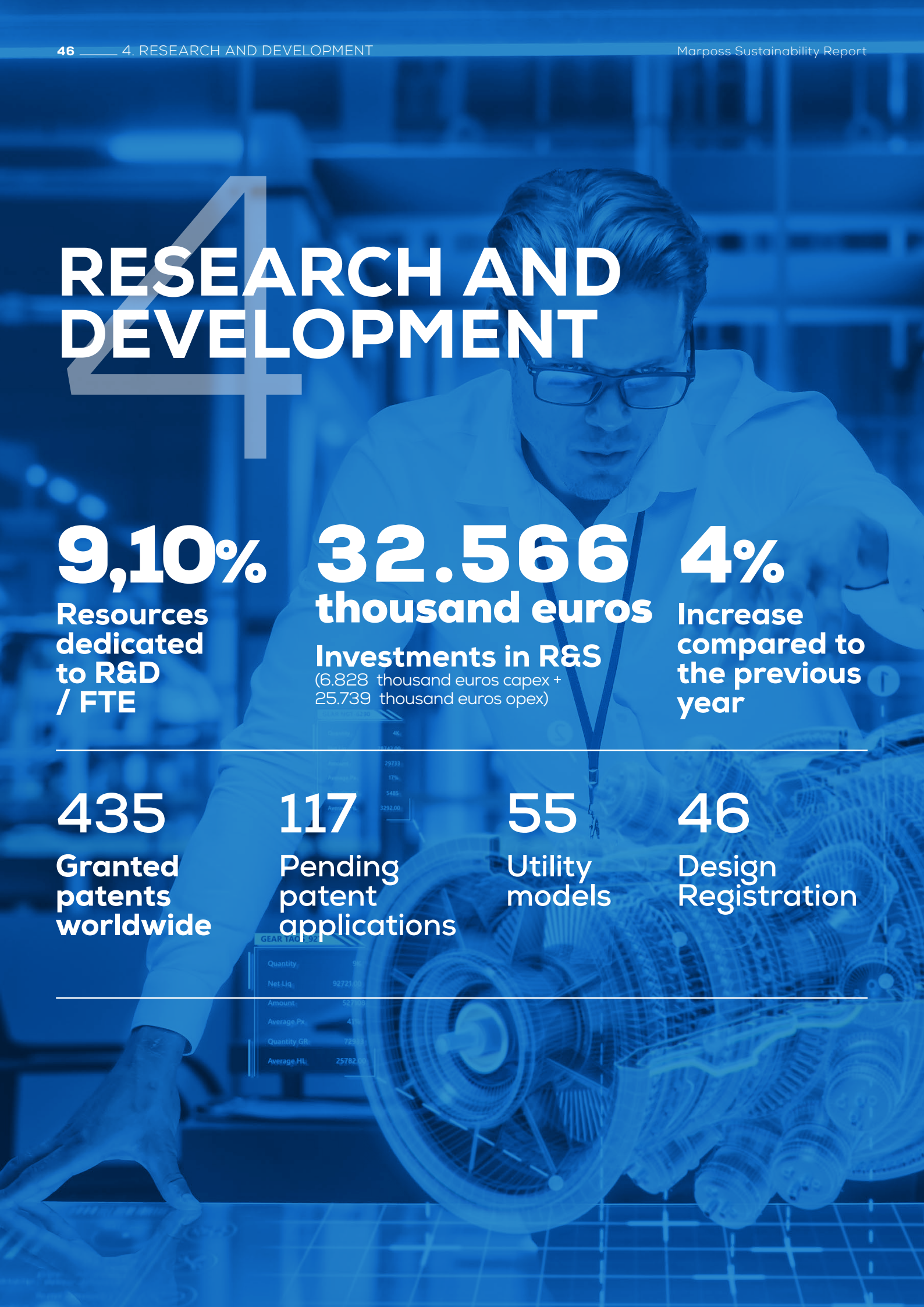
3.3 Engagement Methods

Relationships with stakeholders are managed through a variety of tools and channels, such as reports from corporate functions, information platforms for employees, official communications, press releases, shareholders' meetings, and ongoing dialogue with employees and suppliers. **Transparent, accessible, and timely communication is** considered essential to strengthen the corporate reputation and attract the interest of all parties involved.

In this perspective, the Group promotes dynamic and inclusive engagement models that value the contribution of diverse ideas and perspectives. To this end, in recent years, **digital presence** has been strengthened, particularly on **social media platforms**, to expand opportunities for interaction and make communication channels increasingly accessible and user-friendly.

The illustration shows the main internal and external channels activated by the Group to effectively engage its most relevant stakeholders.

4 RESEARCH AND DEVELOPMENT



9,10%
Resources dedicated to R&D / FTE

32.566 thousand euros
Investments in R&S
(6.828 thousand euros capex + 25.739 thousand euros opex)

4%
Increase compared to the previous year

435
Granted patents worldwide

117
Pending patent applications

55
Utility models

46
Design Registration

4.1 Innovation by Design

CHIEF TECHNOLOGY OFFICER

To ensure effective coordination of strategic research and development (R&D) activities, great importance has been placed on the role of the **Chief Technology Officer (CTO).** This function is responsible for strengthening the Group's competitiveness across the various markets in which it operates, by centrally coordinating both the development of new products and the management of intellectual property.

Given the significant diversification of sectors and technologies in which the Group operates, the responsibility of the Chief Technology Officer (CTO) function has been divided between two complementary roles.

The first corresponds to the Director of Strategic Projects, who focuses on innovative areas such as electric mobility, machine vision, and machine learning, within the development of special applications based on customer specifications.

The second is assigned to the Director of Research and Development, responsible for the technological areas more oriented toward the development of standard products with a broader range of applications compared to special projects.

PARTNERSHIPS FOR DEVELOPMENT

The Group's companies participate in numerous collaborations with **universities and external research institutions**, with the goal of expanding and consolidating theoretical and applied expertise to support future business opportunities. Among the most significant initiatives are exchange programs for thesis students and PhD candidates, such as the Marie Skłodowska-Curie action (Ghaia project), and joint projects with universities and industrial partners aimed at participating in European research and innovation programs (for example, TARGET-X and SeConRob).

Marposs S.p.A. is also involved in the project promoted by BI-REX, which includes the creation of an innovative and flexible pilot production line, where the company contributes with its technologies and know-how in three main areas:

- Additive and advanced manufacturing
- ICT technologies applied to machinery and production lines
- Advanced systems for production process management

The regional projects of the BI-REX consortium in which Marposs participates are NGA4M and PowOps.

These initiatives reflect the Group's commitment to fostering open and shared innovation, based on collaboration with the academic and industrial world, to create cutting-edge technologies capable of anticipating and driving change.

BI-REX (Big Data Innovation & Research Excellence), based in Bologna, was established in 2018 and is one of the eight national "Competence Centers" set up by the Ministry of Enterprises and Made in Italy (formerly MISE), as part of the government's Industry 4.0 initiative.

4.2 Research, Development, and Protection of Innovation

In 2024, Marposs continued to invest significantly in Research and Development (R&D). Technological innovation represents a key element in maintaining and strengthening the Group's leadership, especially in a rapidly evolving context such as the automotive sector.

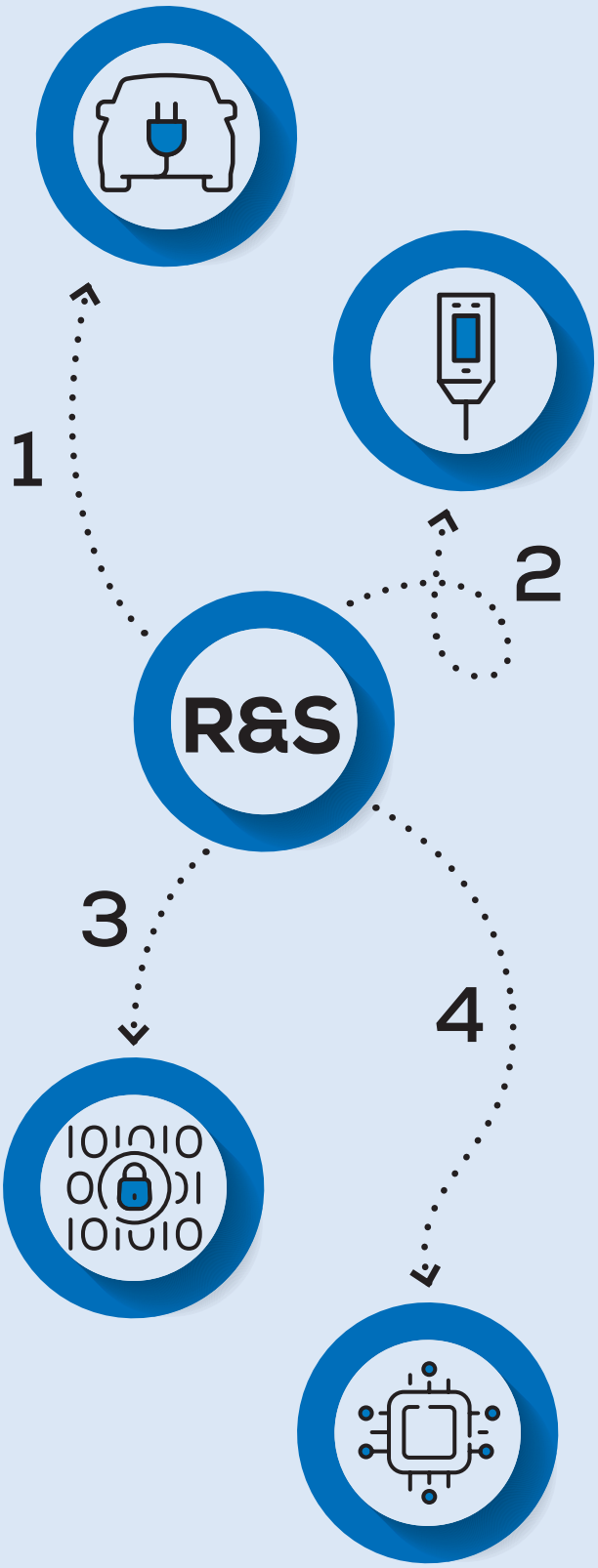
During the year, R&D investments focused on the following **strategic directions**:

- **Innovation of standard products** to counter increasingly strong competition, particularly in the new markets targeted by Marposs to expand its offering, first and foremost the semiconductor industry
- Strengthening the range of products and services related to the **electric mobility ecosystem**
- Development of **digital services** capable of integrating operational (OT)[3] and information technology (IT)[4] functions, ensuring compliance with European cybersecurity requirements

Research activities focused on key **technological areas** such as:

- Development of new sensors, particularly non-contact sensors
- Machine vision
- Artificial intelligence (AI)

The goal is both to refine traditional product lines, such as monitoring and control systems for machine tools, and to develop new solutions dedicated to optical measurement.



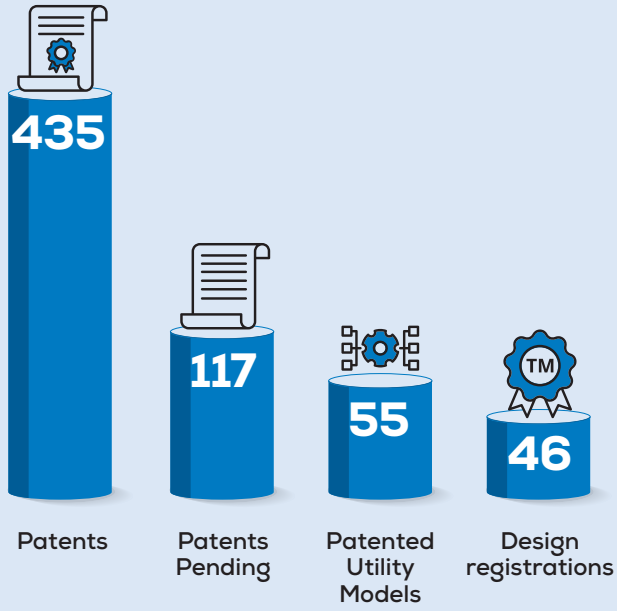
[3] Operational Technology (OT)

[4] Information Technology (IT)

4.3 Protection of Innovation

At the same time, attention to the protection and enhancement of innovations is ensured by a dedicated office for **intellectual property** management. This structure, serving all Group companies, enables a synergistic approach aimed at protecting the know-how and technologies developed.

At the end of 2024, the Group's patent portfolio included **435 active patents in various countries**, in addition to **117 applications under review.** These are complemented by **55 utility model patents and 46 design registrations**, confirming the Group's continuous dedication to the protection and enhancement of its innovations.



4.4 Product Compliance and Safety

Product quality and safety represent a strategic priority for the Group. Control and monitoring activities are primarily aimed at ensuring full compliance with current laws and regulations. In this context, product certifications play a central role in corporate policies: through continuous commitment and targeted investments, the Group ensures strict compliance with internationally recognized sustainability standards, such as **RoHS and REACH**, systematically applied throughout the entire production chain. At the same time, production processes are subject to continuous improvement, with the objective of maintaining high levels of reliability and performance over time.

The Technical and Thematic Committees play a crucial role in ensuring the achievement and maintenance of regulatory compliance. These advisory bodies are responsible for **monitoring and ensuring adherence to directives, laws, and technical standards** that apply, depending on the case, to products (Technical Committees) or organizations (Thematic Committees). In addition to providing timely answers to regulatory questions, they also organize specialized training activities to deepen knowledge of the relevant directives.

The following sections illustrate the areas of action and the specific responsibilities of the Technical and Thematic Committees.

Areas of the Technical Committees

ECSR Committee	Ensures compliance with the following Directives: • Electromagnetic Compatibility – Directive 2014/30/EU (EMC) • Electrical Product Safety – Directive 2014/35/EU (LVD) • Radio and Telecommunications Terminal Equipment – Directive 2014/53/EU (RED)
Chemicals Committee	Ensures compliance with the following Directives and Regulations: • Directive 2015/863 (RoHS) • UE Regulation 1907/2006 (REACH) • (EU) Regulation 2019/1021 (POPs) • Directive VOC 2004/42/EU - Database SCIP • Regulation TSCA PBT
Batteries and Accumulators Committee	Ensures compliance with Regulation (EU) 2023/1542 (Batteries) and IATA DGR
Packaging Committee	Ensures compliance with Legislative Decree No. 360 of 28/09/2022, which provides guidelines on packaging labeling
Dual-Use Committee	Ensures compliance with Regulation (EU) 2021/821
Machinery Directive Committee	Ensures compliance with Directive 2006/42/EC and Regulation (EU) 2023/1230 (Machinery Regulation).
Equipment for Explosive Atmospheres (ATEX) Committee	Ensures compliance with Directive 2014/34/EU
Pressure Equipment (PED) Committee	Ensures compliance with Directive 2014/68/EU
Waste Electrical and Electronic Equipment (WEEE) Committee	Ensures compliance with Directive 2012/19/EU (WEEE2)
Goods Origin (Made In) Committee	ensures compliance with Regulation (EU) 2013/952
Cyber Resilience Act (CRA) Committee	Ensures compliance with Regulation (EU) 2024/2847 (Cyber Resilience Act) and the AI Regulation
Ecodesign Committee	Ensures compliance with EU Regulation 2024/1781; establishes the framework for defining ecodesign requirements for sustainable products

Scope of the Thematic Committees

ESG Committee	Responsible for overseeing environmental, social, and governance sustainability initiatives
Privacy Committee	Ensures compliance with Regulation (EU) 2016/679 (GDPR – General Data Protection Regulation)

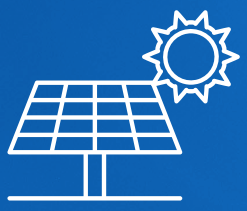
The website provides the validity declarations for each Directive or Regulation that falls under the responsibility of the specific Committee. QR CODE

Find out more

5 ENVIRONMENT

10%

Electricity consumption from renewable sources



81%

Self-consumption rate from photovoltaic systems

-40%

Waste generated compared to the previous year

553 MWh

Electricity consumption certified with Guarantees of Origin (GO)

-8%

Water consumption compared to the previous year

69%

Recycled waste

5.1 Environmental Responsibility

Find out more

Businesses play a central role in addressing major global environmental challenges, and the Group is aware of its responsibility to make a **concrete contribution to the fight against climate change**. In a context where the effects of the climate crisis threaten the stability and continuity of industrial activities worldwide, the Group adopts a proactive approach focused on prevention and on turning critical issues into opportunities for growth and innovation.

The worsening of environmental conditions, with increasingly evident consequences on natural resources, air quality, and biodiversity, further strengthens the Group's commitment to promoting a transition toward low-impact operational models. Within this framework, the Group's **Environmental Policy** guides actions toward climate neutrality through the reduction of its carbon footprint across the entire operational cycle.

The actions undertaken include the development of solutions and technologies capable of **reducing CO_2 emissions**, the optimization of energy efficiency in plants and logistics, and the adoption of measures to offset residual emissions. Climate change is addressed not only as a challenge but also as an opportunity to strengthen corporate resilience and to contribute to the creation of sustainable mobility that preserves freedom of movement while minimizing environmental impact.

The integration of climate considerations into decision-making processes represents a cross-cutting priority that involves the entire value chain. In this perspective, the Group promotes a **culture of sustainability** by raising awareness and providing training to employees and stakeholders, enabling them to actively and consciously contribute to the ecological transition. Training initiatives are designed to strengthen internal expertise and prepare the organization to face ongoing environmental and regulatory transformations.

ENERGY CONSUMPTION REDUCTION INITIATIVES

In 2024, the Group strengthened its dedication to energy management and emission reduction by launching a systematic monitoring of **Scope 1 and 2 emissions** across all 95 physical sites, in accordance with the GHG Protocol guidelines. This approach provides a consistent and comparable data foundation to support emission reduction and energy efficiency strategies.
In parallel with consumption monitoring, the Group has launched and planned initiatives aimed at improving **energy efficiency and increasing the use of renewable sources**. Key actions include the progressive replacement of less efficient equipment, the widespread adoption of LED lighting systems, the rationalization of energy use during low-demand hours and periods, and the introduction of more efficient air-conditioning and heating solutions. At several sites, assessments and design activities are also underway for new renewable energy installations which, together with other energy efficiency initiatives, will form part of the Group's decarbonization plan.

[B3]

5.2 Energy Consumption and GHG Emissions

Energy Consumption	Unit	Renewable	Not Renewable	TOTAL
Electricity	MWh	1.877,7	16.340,2	18.217,9
Fuels (for heating and company fleet)		264,2	23.655,9	23.920,1
TOTAL		2.141,9	39.996,0	42.138,0

	u.m	2024	2023
Consumption of fuel from coal and coal products	MWh	-	-
Consumption of fuel from crude oil and petroleum products	MWh	14.079,0	10.791,4
Consumption of fuel from natural gas	MWh	9.576,9	8.460,6
Consumption of fuels from other fossil sources	MWh	-	-
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	16.340,2	14.837,4
Total energy from fossil sources	**MWh**	**39.996,0**	**34.089,3**
Share of fossil sources in total energy consumption (%)	%	95%	99%
Consumption from nuclear sources	MWh	-	-
Share of nuclear sources in total energy consumption (%)	%	-	-
Consumption of fuel from renewable sources	MWh	264,2	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	553,7	80,4
Consumption of self-produced renewable energy without fuels	MWh	1.324,1	179,1
Total energy from renewable sources	**MWh**	**2.141,9**	**259,5**
Share of renewable sources in total energy consumption (%)	%	5%	1%
TOTAL ENERGY CONSUMPTION	**MWh**	**42.138,0**	**34.348,8**

The increase in energy consumption recorded in 2024 does not reflect a rise in energy intensity but is instead due to the **expansion of the reporting perimeter, which grew from 32 to 47 Group companies.** This perimeter now coincides with that of the financial statements, allowing for a more complete and accurate representation of the Group's overall energy demand.
Marposs has adopted the megawatt-hour (MWh) as the unit of measurement for energy consumption, in line with the VSME standard, thereby ensuring a consistent and comparable representation of the company's energy flows.
The Group's total energy consumption amounted to 42,138 MWh, of which 5% came from renewable sources.
Electricity purchased from the grid totalled **18,218 MWh, with 10% originating from renewable sources.**
In 2024, **Marposs generated 1,605.8 MWh from photovoltaic systems, 81% of which was self-consumed.** This share of energy covered 61% of the company's total renewable energy consumption.
This result demonstrates the effectiveness of the investments made in photovoltaic systems, which are now fully operational, and makes a tangible contribution to the Group's strategy to increase the use of clean energy and reduce dependence on fossil sources.
The increase in fuel consumption for heating and company mobility is consistent with the expansion of the reporting perimeter and the greater intensity of operational activities.
Overall, the **2024 data** highlight a strengthening of the energy mix: **a higher share of renewables, growth in self-production, and a continued engagement to the energy transition and the reduction of environmental impact.**

The quality of reporting has improved thanks to the inclusion of previously unrecorded consumption, such as district heating and cooling from renewable sources with Guarantees of Origin (GO). This allows for a more accurate representation of the contribution from purchased renewable sources and reflects the Group's growing focus on transparency and environmental responsibility.
For Marposs, the **energy transition** is not only a technical choice but also an ethical commitment toward future generations. Several Group companies have stood out as drivers of change, making a significant contribution to the production and use of energy from renewable sources.
Among the most virtuous examples are **Marposs Nanjing Automation,** which recorded an extraordinary increase from 24 MWh to over 1,480 MWh, and the companies **Marposs Italia S.p.A.** and **Movomatic SA**, which contributed by installing new plants.
During the year, the **Bentivoglio headquarters** completed the installation of a **photovoltaic system consisting of 1,720 panels covering an area of approximately 4,500 m².** The system is designed to ensure stable and sustainable production of renewable energy, largely intended for direct self-consumption. This infrastructure represents a strategic investment toward greater energy autonomy and a tangible reduction in indirect emissions (Scope 2).
At one of the Italian sites, a geothermal system is also in operation, using well water as a heat exchange fluid to supply heating in winter and cooling in summer. This solution significantly reduces electricity consumption for climate control, generating concrete environmental and economic benefits.
In addition to direct production, several foreign sites have chosen to purchase certified renewable electricity through **Guarantees of Origin (GO)**, instruments that certify the clean origin of energy and ensure traceability throughout the entire energy supply chain. This is the case, for example, of **Marposs AB** and **Marposs GmbH**, which purchased 87 MWh and 426 MWh of renewable electricity respectively, **covering 100% of their electrical demand.**

These investments contribute not only to reducing the carbon footprint but also to strengthening the energy resilience of production sites, increasing their independence from traditional energy markets. Thanks to the responsibility of individual companies, the Group has multiplied its sustainable energy production within a single year, demonstrating that the sum of local actions can generate global change.
The experiences of the most virtuous sites now serve as a model for the entire Group, confirming that sustainability is not a distant goal but a concrete reality, built day by day through forward-looking and responsible choices.

ENERGY OPTIMIZATION THROUGH THE ENERGY EFFICIENCY CERTIFICATE (CEE)

As part of a broader effort to strengthen the Group's focus on sustainability and the responsible use of energy, the Italian companies have established a structured cooperation with the **Consorzio Esperienza Energia (CEE)**. Active since 1999, this organization serves as a reference point for companies aiming to improve their energy efficiency, offering dedicated services ranging from technical consulting to energy procurement planning.
Through this partnership, the companies benefit from qualified support in managing the procurement of electricity and natural gas, as well as from advanced analytical tools to monitor and optimize the use of energy resources. The proposed approach not only makes it possible to identify areas for improvement in consumption but also enables targeted actions to reduce waste and costs. Membership in the Consortium also provides an advantage in terms of simplifying the management and regulatory activities related to the energy sector, while promoting integration into a network of companies united by a concrete engagement to environmental responsibility and the adoption of sustainable practices.

GREENHOUSE GAS EMISSIONS

Starting in 2024, the Group expanded the reporting perimeter for Scope 1 and 2 emissions, including not only the 32 companies already considered in 2023 but all 47 Group entities. This step represents an essential effort to establish a complete baseline of direct consumption and to build a solid foundation for developing a structured decarbonization plan. These initiatives are part of an integrated vision aimed at progressively **reducing the Group's environmental footprint** while ensuring full compliance with environmental regulations in the various geographic contexts in which it operates. The management of atmospheric emissions is an integral part of the company's environmental management system, which includes the implementation of concrete measures even for emissions that are not covered by mandatory regulatory frameworks. The Group continues to invest in improving control and abatement technologies, as well as in strengthening environmental monitoring activities, with the goal of preventing, containing, and mitigating the impacts of its operations on the climate and the environment.

Scope 1 e 2		2024	2023
Scope 1 [5]	tCO²eq	5.214,6	4.550
Scope 2 Location based [6]	tCO²eq	5.718,9	7.169
Scope 2 Market based [7]	tCO²eq	8.035,8	8.351
Totale Location based	tCO²eq	10.933,5	11.719
Totale Market based	tCO²eq	13.250,4	12.901
Total GHG Emissions (Location-Based) in relation to revenue	tCO²eq/€m	22,4	25,9

In 2024, Marposs recorded a greenhouse gas emission intensity of 22.4[8] tCO_2eq per million euros of revenue, calculated according to the location-based approach as the ratio between gross greenhouse gas emissions (Scope 1 and Scope 2) and the Group's consolidated revenue. This indicator makes it possible to monitor the Group's environmental efficiency in relation to its economic performance, highlighting its ability to reduce emissions relative to the value generated.
During the year, Marposs S.p.A. launched a pilot project aimed at testing and consolidating the methodology for calculating Scope 3 emissions, with the goal of gradually extending it to all Group companies, in accordance with the GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the Technical Guidance for Calculating Scope 3 Emissions. The results of this initiative will serve as the methodological basis for defining an integrated decarbonization plan that also includes indirect emissions along the entire value chain.
Scope 3 includes the indirect emissions generated both upstream and downstream of business activities, providing a more comprehensive view of the overall environmental impact. The analysis carried out made it possible to identify the most relevant categories in relation to the Marposs business model, which is focused on the design, production, and supply of solutions for industrial quality control.
Among the indirect emission categories (Scope 3) considered most significant, the following have been identified:

- **Category 1** – Purchased goods and services represents the main source of upstream indirect emissions. Emissions were estimated using the spend-based methodology, applying average emission factors by product category according to the expenditure incurred.
- **Category 2** – Capital goods includes emissions associated with the production of capital assets purchased or acquired during the reporting period. The calculation was carried out using the average spend-based methodology, based on average emission values by type of capital good.
- **Category 4** – Upstream and downstream transportation and distribution emissions were calculated, where available, using primary data. Alternatively, the distance-based method was applied for transport activities traceable by distance and mode. In cases where neither of the previous methodologies could be applied, the spend-based method was used.

[5] The sources of the emission factors used for calculating direct emissions are DEFRA 2024.
[6] Location-based: emissions are calculated according to the average energy mix of the local electricity grid where the company operates. The sources of the emission factors used for calculating location-based emissions are ISPRA 2025 for Italy, AIB 2024 Production Mix for Germany, Austria, France, Spain, the UK, the Czech Republic, Sweden and Switzerland, Emission Factors Hub for the USA, IGES for Brazil, China, India, Taiwan, Thailand, Vietnam, Canada and Mexico, and TERNA 2022 for Indonesia, Korea and Japan.
[7] Market-based: emissions are calculated according to the company's energy procurement choices through specific supply contracts. The sources of the emission factors used for calculating market-based emissions are AIB Residual Mixes for Italy, Germany, France, the Czech Republic, Spain, Sweden, Switzerland and the UK, GREEN-E for the USA, IGES for Brazil, China, India, Mexico, Taiwan and Vietnam, Terna 2022 for Canada, Japan, Indonesia, Korea and Thailand.
[8] Greenhouse gas intensity was calculated by dividing total greenhouse gas emissions by revenue.

Emission categories with a lower emission weight are also subject to monitoring, in order to ensure a consistent and progressively more accurate representation of the organization's overall carbon footprint.
Among these is Category 3 – Fuel- and energy-related activities, which includes emissions from the production of fuels and energy purchased or consumed that are not included in Scope 1 and 2, calculated using the average data method.
Category 5 – Waste generated in operations refers to emissions associated with the disposal and treatment of waste produced by business activities and was estimated using the waste-type-specific method.
Emissions related to Category 6 – Business travel and Category 7 – Employee commuting were calculated using the distance-based methodology, which takes into account travel distances and modes of transportation used.

Scope 3 GHG Emissions by Category		um	2024
Cat. 1	Purchased goods and services	tCO^2eq	14.779,0
Cat. 2	Capital goods	tCO^2eq	2.495,3
Cat. 3	Fuel- and energy-related activities	tCO^2eq	443,1
Cat. 4	Upstream transportation	tCO^2eq	2.339,8
Cat. 5	Waste generated in operations	tCO^2eq	**1,5**
Cat. 6	Business travel	tCO^2eq	**231,6**
Cat. 7	Employee commuting	tCO^2eq	**1.168,1**
Total Scope 3		**tCO^2eq**	**21.458,4**

In reporting Scope 3 emissions, Marposs S.p.A. has included the categories considered most significant based on data availability and their relevance to business activities. Some categories defined by the GHG Protocol were not reported at this stage, as they are either not applicable or have a marginal impact in relation to the Group's business model.

Marposs S.p.A. is also working to progressively expand the reporting perimeter, with particular focus on Category 11 – Use of sold products, which is currently under methodological development. The goal is to include this category in future reporting cycles and provide an increasingly comprehensive representation of emissions along the entire value chain.

[B6]

5.3 Sustainable Use of Water Resources

The Group recognizes the fundamental value of water resources and is committed to managing them carefully and responsibly. This approach is fully integrated into the company's environmental strategy and reflects the intention to promote a conscious and sustainable use of water. The introduction of plants and machinery equipped with closed or recirculating hydraulic systems increases water-use efficiency, contributing concretely to the reduction of overall consumption.
At Group level, water use is mainly related to sanitary purposes, as **production processes do not require significant amounts of water.**
To limit the use of potable water where not essential, Marposs S.p.A. employs a diversified supply system: an artesian well covers needs related to cooling, non-potable sanitary services, and fire safety; water from the municipal network is used exclusively for sanitary purposes; finally, for irrigation of green areas, water is drawn from the Emiliano Romagnolo Canal. Since the 1990s, Marposs S.p.A. has adopted a pioneering solution within the Italian industrial landscape by installing an integrated natural wastewater treatment system. This facility, awarded by the Emilia-Romagna Region in 1995 for its environmental value, combines traditional purification technologies with ecological processes such as phytoremediation and lagooning. The system is particularly suitable for industrial contexts with discharge characteristics similar to those of civil wastewater and is capable of handling a load equivalent to approximately 1,000 inhabitants.

Water withdrawal				
2024			Water consumption	
			2024	2023
All sites	ML	718,7	49,2	53,5
Of which under [9]	ML	651,7	7,9	37,3

In 2024, water consumption data for Marposs Monitoring Solutions GmbH and Marposs Austria GmbH were estimated.

The data on water withdrawal and consumption highlight the effectiveness of the actions undertaken by the Group to achieve increasingly efficient and sustainable water resource management. In 2024, total water withdrawal amounted to 718.7 megalitres, with an actual consumption of 49.2 megalitres, showing a slight decrease compared to 53.5 megalitres recorded in 2023. This reduction reflects the effectiveness of the optimization measures introduced, particularly the use of closed-loop systems and recirculation processes in technical operations and cooling systems.
A significant portion of the withdrawal came from water-stressed areas (approximately 651.7 megalitres); however, these volumes are largely allocated to non-potable uses and recirculation systems, resulting in a limited overall environmental impact. The Group remains committed to maintaining high efficiency levels through continuous monitoring of water sources and the adoption of technological solutions aimed at further reducing net potable water consumption.

[9] Water-stressed areas were identified using the Aqueduct – Water Risk Atlas database developed by the World Resources Institute (WRI). This tool analyses risks related to the availability and management of water resources worldwide, considering factors such as water scarcity, demand and the impact of climate change. Regions are considered water-stressed when the total percentage of water withdrawn is high (40–80 %) or extremely high (above 80 %).

[B7]

5.4 Circular Economy and Waste

RESOURCE INFLOW

The Group works actively to reduce its dependence on specific supplies, particularly electronic components, with the goal of increasing the flexibility and resilience of its organization. In a constantly evolving geopolitical landscape, supply chain management has become a key factor in ensuring operational continuity and competitiveness.

Marposs believes that a **responsible and sustainable supply chain** strengthens customer trust, reduces environmental impact, and improves transparency throughout the entire value chain, while ensuring compliance with current regulations and major international standards.

For this reason, the Group promotes careful and responsible supplier management, encouraging partners to adopt environmentally, socially, and economically responsible practices in order to build a more ethical and resilient system together.

In this context, Marposs collaborates with an extensive network of suppliers worldwide, primarily operating in the fields of precision mechanics, electronics, industrial automation, components, and technical and professional services. The supply chain extends across numerous countries.

This international structure enables resilient supply chain management and effective integration with the Group's many production and commercial sites, while ensuring compliance with ESG principles through instruments such as the Supplier Code of Conduct, assessment questionnaires, and documentary verifications.

RESPONSIBILITY AND TRANSPARENCY IN PROCUREMENT MANAGEMENT

Find out more

The Group recognizes that responsibility and transparency toward all stakeholders are essential elements for the success of its sustainability strategies, which are based on collaboration and the contribution of every link in the value chain.

In line with these principles and in accordance with the company's Code of Ethics, the Group has established a Responsible Purchasing Policy aimed at the conscious selection of materials, goods, and services. In this context, preference is given to supplies that, while meeting the same technical requirements, generate positive impacts on the environment and local communities. Particular attention is devoted to assessment and monitoring activities designed to ensure the protection of human health and safety, as well as the preservation of ecosystems, in full compliance with applicable regulations on occupational safety, human rights, and labor rights.

Suppliers are regularly engaged and made aware of the importance of adopting sustainable practices, with the goal of promoting continuous improvement in their environmental and social performance.

Finally, aware of the significant human, social, and political implications associated with the illicit trade of minerals from conflict-affected areas, Marposs, although not subject to specific regulatory obligations, is actively committed to ensuring that its supply chain strictly complies with responsible sourcing principles. To this end, the Group carries out continuous and rigorous monitoring to **prevent the use of minerals from high-risk areas by its suppliers.**

Further information on the Group's policies regarding the illicit trade of materials is available at the following link.

WASTE

The Group is committed to improving its waste management and adopting circular economy principles to minimize its environmental impact. This commitment is supported by the **Environmental Policy**, which promotes innovative and responsible practices for the recovery and reuse of waste materials.
Particular attention is devoted to identifying solutions that encourage the use of recycled materials and the reduction of packaging material, with a specific focus on minimizing plastic use. Marposs has intensified its efforts to develop and implement initiatives aimed at promoting sustainable packaging, conceived not only as product protection but as an integral part of the product's life cycle, capable of generating a meaningful environmental impact.
The Group also invests in research activities, particularly in the development of advanced sensing technologies, with the goal of promoting more efficient use of raw materials and reducing waste in its customers' production processes. This initiative supports the recovery of scrap materials and a more circular management of resources, especially in sectors related to battery and electric motor manufacturing.

Marposs has developed a structured waste data collection system across all Group companies. Each entity is required to report in detail:

- **Hazardous waste not disposed of,** specifying whether it is destined for reuse, recycling, or other recovery operations;
- **Non-hazardous waste not disposed of,** with the same breakdown for reuse, recycling, and recovery;
- **Hazardous waste sent for disposal**, distinguishing between incineration, landfill, or other treatment operations;
- **Non-hazardous waste sent for disposal**, following the same treatment categories.

This data collection structure makes it possible to obtain a complete and comparable mapping of waste flows, both hazardous and non-hazardous, ensuring consistent reporting at the global level and supporting the definition of targeted strategies for reduction, recovery, and valorization.
These practices are applied across the Group, contributing to a more conscious and effective approach to resource management and ensuring constant compliance with environmental regulations.

Waste	um	2024	2023
Hazardous waste not disposed of	**T**	**55,61**	**50,61**
Hazardous waste not disposed of destined for preparation for reuse	T	1,800	3,06
Hazardous waste not disposed of destined for recycling	T	11,54	0,86
Hazardous waste not disposed of destined for other recovery operations	T	42,27	46,68
Non-hazardous waste not disposed of	**T**	**567,39**	**375,74**
Non-hazardous waste not disposed of destined for preparation for reuse	T	3,55	0,90
Non-hazardous waste not disposed of destined for recycling	T	127,35	281,58
Non-hazardous waste not disposed of destined for other recovery operations	T	436,50	93,26
Hazardous waste sent for disposal	**T**	**86,81**	**811,52**
Hazardous waste sent for disposal through incineration	T	7,55	20,81
Hazardous waste sent for disposal in landfill	T	8,30	-
Hazardous waste sent for disposal through other operations	T	70,96	790,71
Non-hazardous waste sent for disposal	T	**196,96**	**264,01**
Non-hazardous waste sent for disposal through incineration	T	15,27	11,32
Non-hazardous waste sent for disposal in landfill	T	120,13	227,20
Non-hazardous waste sent for disposal through other operations	T	61,56	25,49
Total	**T**	**906,78**	**1.501,87**[10]
Waste sent for disposal (not recycled)	**T**	**283,78**	**1.075,53**
Percentage of waste sent for disposal (not recycled)	**%**	**31%**	**72%**
Waste not disposed of (reuse, recycling, recovery)	**T**	**623,00**	**426,35**
Percentage of waste not disposed of (reuse, recycling, recovery)	**%**	**69%**	**28%**

The 2024 results show an overall improvement in the Group's waste management compared to the previous year. The total amount of waste generated amounted to **906.78 tonne**s, representing a reduction of approximately 40% compared to **1,501.87 tonnes** in 2023. This result reflects the efforts undertaken to optimize production processes, improve waste stream separation, and strengthen material recovery and recycling activities.

Non-hazardous waste represents the majority of the total and shows an increase in the share directed toward reuse and recycling, in line with the circular economy principles adopted by the Group.

Hazardous waste also decreased, with a growing portion sent for recovery operations rather than disposal, in accordance with the European waste hierarchy (prevention, preparation for reuse, recycling, recovery, disposal). This trend confirms the Group's commitment to prioritizing treatment solutions with lower environmental impact.

Overall, the percentage of **waste not disposed of reached 69%,** compared to **28%** in 2023, demonstrating the progress achieved toward increasingly sustainable resource management and a reduction in environmental impact. The Group will continue to invest in solutions aimed at waste reduction and recovery, promoting practices that enhance material valorization and strengthen a circular economy model.

THE TREATMENT OF SPECIAL WASTE

The Group pays particular attention to the management of hazardous waste through dedicated and separate handling processes. In particular, the Italian companies of the Marposs Group are members of the ERION Consortium, committing to the proper disposal and recycling of waste from electronic equipment, batteries, and accumulators, in line with regulations that establish producer responsibility for the collection and treatment of these materials. Through annual inspections and monitoring, the company ensures full transparency and compliance with legal obligations, thereby strengthening its role as a responsible organization attentive to environmental issues.

Furthermore, in accordance with **Directive WEEE 2012/19/EU (RAEE2)**, an internal technical committee supports Product Managers and designers in updating technical sheets, defining product specifications, and managing information related to weight, category, and WEEE compliance.

[10] The 2023 total waste figure was recalculated to correct a data entry error in the data collection form, which was subsequently included in the consolidated value. The adjustment does not result from methodological changes.

6 OUR PEOPLE

3.263
Employees worldwide

+15.828
Training hours compared to the previous year

92%
Employees with permanent contracts

7,17%
Turnover Rate

-32%
Injury rate compared to the previous year

60%
Employees covered by collective bargaining agreements

[B8, C5]

6.1 People at the Core of Marposs' Success

People represent the foundation of Marposs' identity and success. In an ever-evolving industrial context, human capital remains the most valuable strategic resource, capable of driving innovation, quality, and competitiveness. The company recognizes the unique contribution of every employee and continuously invests in skill development, professional growth, and organizational well-being.
The Group's international presence across numerous countries further enriches the working environment, fostering cultural exchange, the sharing of experiences, and the creation of an inclusive professional community. This global approach enables the company to address market challenges with a broad and shared vision, strengthening the sense of belonging and cohesion among its various sites.
In 2024, the Group employs a **total of 3,263 people, while the reporting perimeter, which corresponds to that used for the preparation of the tables required by the VSME standard and is defined based on the data collection carried out among the included companies, covers 3,203 employees.**
In 2024, Marposs employees were located around the world, with a particularly significant presence in Italy, China, Germany, Japan, and the United States. This geographical distribution reflects the company's international orientation and its ability to operate effectively in multicultural contexts while maintaining consistency in its values and people management policies.

At Marposs, people are considered the foundation of the organization's strength and innovative capacity. From the moment they join the company, employees are supported through structured paths that integrate continuous training, active engagement, and personal development.
The company promotes a **welcoming, comfortable, and technologically advanced work environment** where dialogue, collaboration, and employee well-being are regarded as fundamental values. Internal policies and company regulations guide harmonious organizational development, consistent with Marposs' **corporate culture** and its commitment to generating shared value, both economically and socially.
In 2024, the Group's total workforce decreased compared to the previous year.
The majority of Marposs employees **(92%) work under permanent contracts;** however, the Group also offers innovative and flexible employment arrangements, such as fixed-term and variable-hour contracts, to support work–life balance.

Country	2024
Austria	11
Canada	6
China	630
France	127
Germany	606
Japan	143
India	101
Italy	1.173
Korea	55
Mexico	74
United Kingdom	20
Czech Republic	10
Spain	27
United States	182
Sweden	16
Switzerland	22
Total	3203

Contract type		2024	2023
PERMANENT		2952	3106
	Men	2327	2464
	Women	625	642
FIXED-TERM		246	347
	Men	182	244
	Women	64	103
VARIABLE-HOURS		5	-
	Men	5	-
	Women	-	-
TOTAL		3203	3453

Marposs also actively promotes organizational flexibility: 229 people have chosen part-time arrangements. This option meets diverse individual needs and demonstrates the company's commitment to fostering inclusive and sustainable working solutions.

	Full/Part time	2024	2023
FULL TIME		2974	3208
	Men	2435	2607
	Women	539	601
PART TIME		229	245
	Men	79	101
	Women	150	144
TOTAL		3203	3453

These data highlight Marposs' ongoing commitment to enhancing human capital and creating an inclusive, flexible, and sustainable working environment. The variety of contracts, the balance between full-time and part-time arrangements, and the company's international presence demonstrate its ability to reconcile operational and personal needs while promoting professional growth, collaboration, and employee well-being. Welfare programs, professional development initiatives, and actions to improve quality of working life continue to evolve, confirming the company's dedication to fostering a positive, participatory, and sustainability-oriented culture.

WORKFORCE COMPOSITION

The composition of Marposs' workforce reflects the solidity, diversity, and balance that characterize the organization. Analyzing the structure of the workforce helps to understand how the company values human capital and supports its growth within a continuously evolving global context.
From a gender perspective, the **workforce consists of approximately 78% men** and **22% women**, a balance that has remained substantially unchanged compared to the previous year. Although operating in a technical and manufacturing sector traditionally dominated by men, Marposs is committed to strengthening female representation and promoting equal opportunities for professional growth.

Gender	2024	2023
Male	2514	2708
Female	689	745
TOTAL	3203	3453

The professional structure of Marposs reflects the balance between technical expertise, managerial skills, and operational know-how that define the organization. The workforce is distributed among managerial and coordination roles, technical and administrative functions, and operational positions, each essential to ensuring the company's high-quality standards and process efficiency.
In recent years, there has been a gradual strengthening of managerial and coordination competencies, demonstrating the **company's commitment to consolidating an organizational model based on shared responsibility, collaboration, and merit recognition. At the same time, attention to gender equality and inclusion has led to an increased female presence across various professional levels and areas**, in line with the objective of promoting inclusive leadership and fair growth opportunities for all employees.

Professional category	2024
EXECUTIVES	132
Men	120
Women	12
MANAGER	79
Men	69
Women	10
WHITE COLLAR WORKERS	2114
Men	1584
Women	530
BLUE COLLAR WORKERS	878
Men	741
Women	137
TOTAL	3203

In 2024, **women accounted for 10% of managers**, an indicator that helps assess the balance in the distribution of managerial roles and the level of diversity within the organization.
Marposs' commitment to an inclusive structure is also reflected in its generational composition, which is characterized by a balance that fosters the sharing of experiences, skills, and diverse perspectives. The balanced presence of employees with different levels of seniority contributes to creating a dynamic environment, where knowledge accumulated over time is integrated with the enthusiasm and innovative mindset of younger generations. This intergenerational dialogue represents a distinctive value for the Group, which promotes the growth of emerging talent through training programs, onboarding initiatives, and collaborations with the academic world.

AN ONGOING COMMITMENT TO OUR PEOPLE

Age	2024
<30 years	357
Executives	-
Manager	-
White collar workers	246
Blue collar workers	111
30-50 anni	1627
Executives	34
Manager	30
White collar workers	1108
Blue collar workers	455
>50 anni	1219
Executives	98
Manager	49
White collar workers	760
Blue collar workers	312
Total	3203

The Group places great emphasis on the professional growth and engagement of its people, promoting an integrated pathway that begins with the selection phase and continues through onboarding and training from the very first day. Each individual is guided along a structured journey consistent with their skills and aspirations, within an environment that fosters the development of competencies and responsibilities.
This strategy is reflected in various initiatives, including the recruiting day organized at the Bentivoglio headquarters in collaboration with the University of Bologna, as well as participation in Career Days promoted by several universities. These activities, together with ongoing dialogue with universities and local technical institutes, help attract new talent, increase opportunities for training internships, and support the hiring of qualified personnel.
At the same time, the Group monitors and supports the development of existing employees through effective retention policies and merit-based recognition. In 2024, **the turnover rate stood at 7.17%**[11], confirming the Group's commitment to creating a stable and stimulating work environment where people can grow and develop professionally.
Through this integrated approach, Marposs ensures a balance between the introduction of new skills and the consolidation of internal human capital, strengthening the connection between the academic and business worlds and enhancing every talent within the organization.

[11] The turnover rate is calculated using the following formula: (Number of employees who left during the reporting year / Average number of employees during the reporting year) * 100. The calculation excludes Marposs Austria GmbH, Marposs s.r.o., Marposs GmbH, and Lehren - Schmalkalden.

[B10, C6]

6.2 Protection and Development of Skills

HUMAN RIGHTS AND INCLUSION

The Marposs Group is committed to ensuring full respect for workers and their working conditions, opposing any form of discrimination and promoting fundamental human rights in accordance with the principles set out in the **Universal Declaration of Human Rights**. Diversity and inclusion are core values, formalized in the **Code of Ethics** and the **Policy on Human Rights and Working Conditions**, and represent a continuous commitment to ongoing improvement.

Marposs views every employee and collaborator not only as a resource but as an individual with skills, talent, and curiosity. For this reason, the Group is dedicated to creating an inclusive, stimulating, and respectful work environment in which every person can fully develop their potential and feel valued and supported. The company's culture is based on principles of fairness and mutual respect, fostering an atmosphere that supports the sustainable and harmonious growth of all.

Complementing these values, the **Policy on Human Rights and Working Conditions** serves as a key document reaffirming the absolute prohibition of all forms of child labor, modern slavery, forced, bonded, or compulsory labor, as well as human trafficking. It also prohibits any form of harassment or discrimination, while upholding essential principles such as freedom of association and the right to collective bargaining. In line with this commitment, **60% of the Group's employees** are covered by collective bargaining agreements, demonstrating the company's commitment to ensuring fair, transparent, and regulated working conditions.

The focus on preventing physical, psychological, or verbal abuse ensures a safe and respectful environment for everyone working within the company. In 2024, **no confirmed cases of discrimination, child labor, forced labor, or human trafficking were reported**. This commitment also extends to subcontractors operating within company facilities, ensuring that the same standards of protection and respect are applied across all activities connected to the Group.

Find out more

6.3 Training and Professional Development

Marposs recognizes that corporate growth is built on the appreciation of people and the development of internal talent. For this reason, the company continuously invests in technical and managerial training initiatives, structurally designed to strengthen its human capital. Starting from the onboarding phase, the Group adopts a coordinated approach among its various departments to plan and deliver training programs for new employees. These include both mandatory courses required by current regulations and recommended courses based on role and function, with particular attention to the training of younger professionals.

TRAINING AREAS

In 2024, the Group delivered a total of **45,168 hours of training**, distributed across the following thematic areas:

2024	Occupational Health and Safety	Anti-corruption	ESG Training	Technical and Production Training	Language Courses	Managerial, Leadership and Personal Development Training	Digital and Technological Skills Training	Other Courses	Total
	6.472	**152**	**1.286**	**10.402**	**2.939**	**4.993**	**13.913**	**5.014**	**45.168**

Building on these areas of focus, Marposs offers a comprehensive training program that includes various types of courses designed to meet specific professional needs and support skill development.
Among the main training initiatives carried out in 2024, the following are noteworthy:

Occupational Health and Safety

Aims to prevent injuries and accidents in full compliance with national regulations (in Italy, it is mandatory under Legislative Decree 81/08 and the State-Regions Agreements).

Business Ethics and Anti-Corruption

Aims to prevent corruption and promote integrity and transparency within organizations, providing employees with the knowledge and skills to identify and report risk situations, understand applicable regulations, and recognize the consequences of engaging in corrupt practices.

ESG Training

Covers topics related to Environmental (E), Social (S), and Governance (G) aspects, promoting awareness and competence in sustainability practices.

Technical and Production Training

Aims to enhance and expand the technical skills relevant to each role, supporting operational excellence and professional growth.

Language Training

Includes language courses designed to improve communication and collaboration in international contexts.

Managerial, Leadership and Personal Development Training

Aims to enhance an individual's personal and interpersonal skills, including communication, problem-solving, teamwork, time management, and leadership.

Digital and Technological Skills

Prepares employees to defend against cybersecurity threats by protecting data, systems, and networks while promoting a culture of digital security. It provides skills to prevent attacks such as phishing and ransomware, manage passwords, implement security solutions, and ensure regulatory compliance – increasing risk awareness and reducing human error.

Marposs' ongoing commitment to training represents a strategic investment aimed at ensuring innovation, competitiveness, and professional growth. In 2024, this commitment was further strengthened, with a significant increase in the number of training hours provided compared to the previous year. Total training hours rose from **29,340 in 2023 to 45,168 in 2024**, demonstrating the company's reinforced focus on initiatives that foster both professional and personal development across the Group.
The increase affected all professional categories, with a particularly notable rise in training programs targeted at administrative and technical staff, supporting innovation and the digital transformation of business processes.

TOTAL TRAINING HOURS

	2024			
	Executives and Managers	White collar workers	Blue collar workers	TOT PER GENDER
WOMEN	434,6	7484,1	911,9	8830,6
MEN	3585,9	26208,4	6543,5	36.337,8
TOT PER CATEGORY	4.020,5	33.692,5	7455,4	**45.168,4**

	2023			
	Executives and Managers	White collar workers	Blue collar workers	TOT PER GENDER
WOMEN	274	3.227	5.906	9.407
MEN	966	10.511	8.456	19.933
TOT PER CATEGORY	1.240	13.738	14.362	**29.340**

These results confirm the Group's ongoing commitment to investing in skill development, promoting a culture of learning that is widespread and integrated into all business processes. The initiatives implemented in 2024 also made it possible to expand access to digital, language, and managerial training, further strengthening the organization's overall competitiveness and capacity for innovation.

AVERAGE TRAINING HOURS

	2024			
	Executives and Managers	White collar workers	Blue collar workers	TOT PER GENDER
WOMEN	11,7	14,5	6,7	12,8
MEN	13,2	17,5	8,8	14,5
TOT PER CATEGORY	13,0	16,7	8,5	**14,1**

	2023			
	Executives and Managers	White collar workers	Blue collar workers	TOT PER GENDER
WOMEN	12	6	35	13
MEN	4	6	12	7
TOT PER CATEGORY	5	6	16	**8**

Considering the average training hours, 2024 shows an improvement across all categories compared to 2023: executives and middle managers completed an average of 13 hours of training, white-collar employees 16.7 hours, and blue-collar workers 8.5 hours. The overall average amounts to 14.1 hours per person, nearly double the figure recorded in 2023.

Find out more

[B9, C7]

6.4 Health and Safety

The protection of people's health and safety is a top priority for Marposs, which considers these aspects an integral part of its corporate culture and the social responsibility principles that guide the Group's operations. Ensuring safe and healthy workplaces means promoting overall well-being, valuing human capital, and contributing to the creation of a sustainable and respectful working environment.

In a complex and technologically advanced industrial context such as that in which Marposs operates, safety is not regarded as a mere regulatory requirement but as a shared value involving all organizational levels. The goal is to strengthen a widespread culture of prevention based on awareness, continuous training, and the active participation of employees.

In 2024, no fatalities were recorded, either from workplace accidents or occupational diseases, confirming the effectiveness of the preventive measures adopted and the company's constant attention to safety. **A total of 27 recordable workplace injuries** occurred, marking a significant decrease compared to **38 in 2023**, despite an increase in total working hours from approximately **5.5 million in 2023 to 5.8 million in 2024**.

This outcome resulted in a reduction of the **injury rate from 1.37 to 0.93**, demonstrating tangible improvement in safety management and the spread of more responsible behaviors among employees. These achievements stem from a structured and systemic approach to prevention, supported by ongoing training, monitoring, and evaluation policies.

	2024	2023
Number of fatalities resulting from work-related injuries	-	-
Number of fatalities due to work-related illnesses		
Number of recordable work-related injuries among own workforce	27	38
Hours worked	5.790.343[12]	5.527.766
Hours worked	**0,93[13]**	**1,37**

PROTECTION AND PREVENTION IN THE WORKPLACE

The organization adopts an integrated management system that includes periodic risk assessments, the definition of preventive measures, continuous updates of operational procedures, and constant monitoring of safety conditions. This proactive approach enables the continuous improvement of protection standards, reducing exposure to risks and promoting a workplace culture centered on prevention.

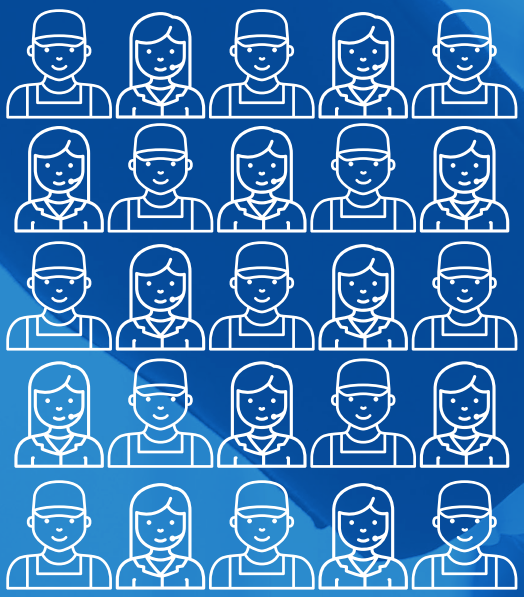
Training and **awareness-raising activities** also play a crucial role, serving as the primary tools for fostering responsibility and awareness among employees. Training sessions are conducted regularly and updated according to current regulations and the specific risks of each department, aiming to develop both technical and behavioral safety skills and encourage **active participation from all personnel**.

Marposs also promotes **periodic health surveillance** and the adoption of measures designed to safeguard **psychological well-being**, recognizing that safety involves not only **accident prevention** but also the overall quality of the work environment. In this sense, health and safety are regarded as integral components of **corporate sustainability**, contributing concretely to the achievement of ESG objectives and collective well-being.

[12] The total number of hours worked includes an estimate for the Marposs India Pvt. Ltd. site, calculated based on the annual working days multiplied by 4 hours for part-time staff and 8 hours for full-time staff.

[13] The recordable injury rate is calculated as: (number of injuries recorded during the period / hours worked during the period) * 200,000.

7 RELATIONSHIP WITH CUSTOMERS



401
After-sales and Customer Support Personnel

80
Trade fairs

800
CRM Licences

7.1 Sustainability in Customer Support

Marposs places customer relationships at the core of its strategy, considering them a key reference point for all activities. The goal is to continuously improve the customer experience and satisfaction, thereby strengthening trust in the Group.

This commitment is expressed through high-quality support and the creation of strong, long-lasting relationships built over time on values of reliability and sustainability.

MARPOSS CARE

The **Marposs Care** project has enabled the Group to progressively strengthen its after-sales services, focusing on improving the quality and efficiency of the equipment supplied, thereby ensuring stable and optimal performance over time. The service includes preventive maintenance, calibration, technical training, and process optimization, with the goal of extending the useful life of Marposs products while positively contributing to safety and environmental protection.

The distinctive value of Marposs' **after-sales service** lies in its focus on the long-term management of equipment. A qualified team of more than **401 operators and specialized technicians** is constantly committed to providing prompt and continuous assistance, ensuring full operational efficiency and reliability of customer systems.

A key element in this context is the ongoing training of personnel, considered a strategic investment for maintaining high technical standards. Through regular update programs, the team is consistently prepared to respond competently to the diverse technical and operational needs of customers.

SUSTAINABLE ASSISTANCE

Marposs has introduced the **Smart Glasses** project with the goal of revolutionizing customer support through the use of augmented reality. This innovative tool represents an important step toward achieving the Group's sustainability objectives.

At the same time, an initiative is underway to replace printed manuals with **interactive video tutorials**, making maintenance operations faster and smarter. This solution significantly reduces paper consumption in support processes while providing immediate access to essential information, thereby increasing the efficiency and accuracy of maintenance activities.

7.2 An Integrated Communication Approach

The Group has developed a comprehensive marketing and communication plan with a particular focus on the digital landscape, tailored to both emerging and established markets. The adopted **omni-channel strategy** aims to ensure high-quality content, a strong social media presence, and effective coverage across traditional channels, including offline formats.

The implementation of a **Customer Relationship Management (CRM)** system places the customer at the center, allowing the monitoring and enhancement of every interaction and contributing to the creation of lasting relationships.

The **brand strategy** seeks to convey a unified image of the Group while respecting the unique identity of each entity within it. By adopting a centralized communication approach, Marposs ensures global consistency and effectiveness across all communication activities.

DIGITAL STRATEGY

The Group develops its digital strategy through an active presence on major social media platforms such as **LinkedIn, Instagram, Facebook, and X (formerly Twitter)**. LinkedIn and Google have been selected for targeted advertising campaigns aimed at increasing **brand awareness** and generating **qualified leads** in key strategic markets worldwide.

Over the past year, Marposs' activity on LinkedIn has led to a **12% growth in followers**, strengthening the Group's digital visibility and engagement with its professional audience.

The corporate **website** remains a cornerstone of the digital strategy, serving as a showcase for the Group's identity, technologies, and solutions. In 2024, the Marposs website recorded an **average of around 600 global visits per month**, confirming its role as a central communication and customer engagement platform.

EVENTS AND SHOWROOMS

Participation in trade fairs and industry events remains a cornerstone of the Group's integrated communication strategy, providing valuable opportunities to meet directly with customers and potential partners. Every year, Marposs takes part in approximately 80 exhibitions worldwide, ensuring a widespread presence that enables the company to showcase its latest innovations and gather valuable insights into market needs through direct engagement with industry professionals.

These events also serve as a key platform to establish **new collaborations** and expand the Group's **global network of contacts**. In recent years, Marposs' participation has increasingly focused on exhibitions dedicated to **sustainable mobility, energy, and semiconductors**, reflecting both current market trends and the company's ongoing commitment to innovation and sustainability.

At the same time, Marposs continues to maintain a strong presence at **traditional machine tool industry trade fairs,** reaffirming its long-standing expertise and leadership in this sector.

CRM

For customer relationship management, the Group has adopted **Microsoft Dynamics 365**. The increasing complexity of global markets and the expansion of Marposs' product and solution portfolio have made a **data-driven sales approach** essential, moving beyond the traditional model based on experience and intuition.

This system ensures the **immediate availability and accessibility of information** to all stakeholders involved, with the goal of optimizing a **customer-centric commercial process**. Through the CRM, every customer interaction is tracked from the very first contact, following the entire customer journey, including the **post-sales support phase**, thereby enhancing efficiency, transparency, and service quality.

DIGITAL SHOWROOM

In response to the restrictions imposed by the global pandemic, the Group launched a **virtual showroom** in 2020, designed to showcase its main solutions for the **e-mobility sector**. In previous years, this digital platform enabled Marposs to overcome travel limitations while still providing a comprehensive presentation of its product portfolio without the need for physical exhibitions. Today, it continues to serve as an effective tool to **reduce CO_2 emissions** associated with business travel. The showroom is constantly updated with the latest innovations and records approximately **3,500 visits per year.**

More recently, Marposs has developed **five digital twins** – highly detailed and interactive digital representations of its products – which allow users to visualize technical features and test processes through dedicated animations. These tools have been presented at **over 30 international trade fairs**, allowing the Group to reach customers in **seven countries**, including **China, Japan, Germany, Spain, India, and the United States**.

Currently, **50 members of the sales team** use digital twins on a daily basis. Beyond improving the quality of presentations and demonstrations, these tools have contributed to a **significant reduction in the Group's environmental impact.** By enabling many activities to be carried out virtually, Marposs has reduced thousands of travel kilometers, resulting in measurable **CO_2 savings**.

Looking ahead, Marposs aims to further expand the **integration of digital twins** into its sales and after-sales processes, with the goal of offering increasingly **personalized, efficient, and sustainable** experiences to its customers.

7.3 Privacy and Information Security

Data protection and cybersecurity represent one of the most pressing challenges for the Group today, in a context where the volume of information exchanged with customers, employees, suppliers, and other third parties is constantly increasing. Marposs is firmly committed to upholding the highest international standards in cybersecurity and privacy, with a continuous focus on improvement and innovation.

Starting from the headquarters, advanced measures have been implemented to ensure the security of IT systems and the protection of data, including personal information collected through company websites and digital platforms. Browsing data, managed in full compliance with the General Data Protection Regulation (GDPR – EU 2016/679), are used solely to ensure the correct functioning of the site and the safeguarding of information and may only be analyzed in cases of suspected cybercrime.

To ensure full compliance with the GDPR, Marposs adheres to all key requirements, from informed consent for data collection and processing to the protection of data subjects' rights and the establishment of procedures for breach notification.

A comprehensive project to standardize the Group's IT infrastructure is also underway, covering networks, servers, communication systems, and data storage, with the goal of strengthening data protection and system efficiency. Particular attention has been given to the integration of newly acquired companies, ensuring alignment with existing corporate policies.

At the same time, the Group is continuing the second phase of its multi-year cybersecurity risk mitigation program, reaffirming its commitment to ongoing improvement.

In 2024, **internal training activities continued, involving Marposs employees in Italy for a total of 2,458 hours. This initiative aims to maintain a high level of awareness on cybersecurity issues,** a crucial factor in supporting the effectiveness of the Group's technological systems and protection measures.

8. Annexes

SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY OR TERRITORY	COORDINATES (GEOLOCATION)
Aeroel Srl	Via Pier Paolo Pasolini 35	33040	Pradamano	Italy	46° 1' 26.202" N 13° 16' 45.847" E
Control Gaging, Inc.	847 Avis Drive Ann Arbor	48108	Ann Arbor	United States	42° 12' 30.866" N 83° 44' 21.278" W
Digital Strategy Innovation S.r.l.	Via delle Industrie 15	30175	Venezia	Italy	45° 28' 7.457" N 12° 15' 21.272" E
Dittel Messtechnik GmbH	Erpftinger Str. 36 Georgstraße 15 Johann-Poiltz-Ring 3	86899 88214 30629	Landsberg am Lech Ravensburg Hannover	Germany	47° 47' 1.374" N 9° 36' 24.818" E 52° 23' 33.853" N 9° 50' 51.608" E
Electrical Dynamic Company S.r.l.	Via Enrico Cialdini 37	20161	Milano	Italy	45° 30' 35.633" N 9° 10' 15.06" E
Elettrosystem S.r.l.	Strada Provinciale 38	14030	Scurzolengo	Italy	45° 0' 10.13" N 8° 18' 51.905" E
FL Tool Holders	36010 Industrial Rd	48150	Livonia	United States	42° 22' 44.299" N 83° 23' 56.08" W
Helium Technology S.r.l.	Via Dell'industria 1/3 Via Matteotti 68 Strada Provinciale 33	20080 20872 20080	Calvignasco Cornate d'Adda Vernate	Italy	45° 19' 10.614" N 9° 1' 50.156" E 45° 38' 54.834" N 9° 28' 25.446" E 45° 19' 43.914" N 9° 2' 54.33" E
Lehren - Schmalkalden	Wilhelm-Külz-Str. 49	98574	Schmalkalden	Germany	50° 43' 59.358" N 10° 27' 40.777" E
Marposs Aparelhos Eletronicos de Medicao Ltda.	Rua Dom Vilares 166 Rua Dr. Júlio Cesar Ribeiro de Souza, 1211-loja 1	04266-000 81630-200	São Paulo Curitiba	Brazil	N -23° 37' 33.9384 E -46° 37' 8.5224 N -25° 28' 54.5124 E -49° 15' 8.8056
Marposs (Nanjing) Automation Co., Ltd.	No.7 Jingming Ave	211162	Nanjing	China	31°50'52.8"N 118°35'06.0"E
Marposs (Shanghai) Technology Co., Ltd.	Unit C102, Block Lifeng Plaza, No. 2000 Yishan Road, Minhang District No. 5 Jing Ming Street, Riverside Economic Development Zone Room 102, Building 2, 1970 Technology Town, Minzhi District Henderson Centre, No.18 Jian Guo Mei Nei Avenue No.49, Xiejiawan Center Street	201103 211162 518131 100005 400050	Shanghai Nanjing Shenzhen Pechino (Beijing) Chongqing	China	31°10'08.0"N 121°23'09.6"E 31°50'52.8"N 118°35'06.0"E 22°37'16.0"N 114°02'24.0"E 39°54'51.1"N 116°27'25.2"E 29°31'02.3"N 106°31'12.0"E
Marposs (Thailand) Co. Ltd.	28-29 Soi Sukhumvit 63 Sukhumvit Rd, Sorachai Bldg., 23 Sukhumvit 63 (Ekamai) Sorachai Bldg.,Sukhumvit 63 (Ekamai)	10110	Bangkok	Thailand	13°43'26.0"N 100°34'55.2"E 13°43'26.0"N 100°34'55.2"E N 13° 44' 10.7628 E 100° 33' 22.626
Marposs AB	Elementvägen 2	69142	Karlskoga	Sweden	N 59° 19' 7.8384 E 14° 27' 32.4072
Marposs Aerospace Mexico SA de C.V.	Carretera Querétaro México Km. 201.5, Eurobusiness Park Bodega 46	76240	El Marqués	Mexico	N 20° 44' 6.2808 E -100° 17' 0.8736
Marposs AG	Aemmenmattstrasse, 18 CH	3123	Belp	Switzerland	N 46° 53' 59.7984 E 7° 30' 17.55
Marposs Austria GmbH	Triesterstrasse 14 Ikano Bürohaus 2	2351	Wiener Neudorf	Austria	N 48° 4' 44.6196 E 16° 18' 46.1412
Marposs Canada Corporation	333 Denison Street	L3R 2Z4	Markham	Canada	N 43° 49' 20.3268 E -79° 20' 54.4668

SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY OR TERRITORY	COORDINATES (GEOLOCATION)
Marposs Company Limited (Taiwan)	No. 130 Gongyuan East Rd	40154	Taichung City	Taiwan	24°08'29.0"N 120°41'13.2"E
Marposs Company Limited (Korea)	184 pangyoyeok-ro 19 myeongchon-ro 30 noeundong-ro 75beon-gil 2/f., 40, changgok-ro	13524 44247 34064 51503	Seongnam-si Ulsan Daejeon Changwon	South Korea	37°23'49.9"N 127°06'36.0"E 35°33'32.4"N 129°21'25.2"E 36°22'02.6"N 127°19'19.2"E 35°12'44.3"N 128°38'45.6"E
Marposs Corporation	3300 Cross Creek Parkway	48326	Auburn Hills	United States	42°39'55.1"N 83°13'27.1"W
Marposs GmbH	Mercedesstr. 10 Zwickauer Strasse 480 Johann-Poiltz-Ring 3 Erpftinger Strasse 36 Willicher Damm 145 Umformen und Stanzen, Siemensstr. 21	71384 09117 30629 86899 41066 40721	Weinstadt Chemnitz Hannover Landsberg am Lech Mönchengladbach Hilden	Germany	48°48'48.6"N 9°21'16.9"E 50°48'50.8"N 12°50'05.3"E 52°23'24.0"N 9°50'10.9"E 48°02'15.7"N 10°51'28.1"E 51°13'19.9"N 6°29'12.8"E 51°13'19.9"N 6°29'12.8"E
Marposs India Pvt. Ltd.	Secotr-7,IMT Manesar 41A/15, Peenya Industrial Area, Chokkasandra Unit No-610, SAFAL Prelude,Corporate Road S. No.- 16/2A,Service Road, Near Ring Road Teerath Business Centre,Unit No.-5A,Plot No.- EL-15, EL – Block, Bhosari	122052 560058 380015 600095 411026	Gurgaon Bengaluru Urban Ahmedabad Chennai Pune	India	28°22'42.2"N 76°55'00.1"E 13°01'51.6"N 77°30'52.2"E 23°00'27.4"N 72°30'15.8"E N 13° 5' 13.2756 E 80° 9' 39.1824 18°38'18.6"N 73°50'11.0"E
Marposs Italia S.p.A.	Via Saliceto, 13 via Matteotti, 68 Corso Svizzera, 185	40010 20872 10149	Bentivoglio Cornate d'Adda Torino	Italy	44°37'20.6"N 11°24'52.6"E 45°38'53.9"N 9°28'24.8"E 45°05'26.2"N 7°39'34.2"E
Marposs K.K.	Marposs Bldg., 5-34-1 Minamimagome, 41 Ikechita Uchikoshimachi 60-4 Kakeo Sakaemachi 495-3 Taiseimachi Omiyaku 10-1-2 Tenma Kitaku 2-5 Textupotyou Nakaku B12b-1, Block B, Dataran Palma Jalan Selaman 1 1003 Bukit Merah Central #05-20	143-0025 470-0224 930-0842 330-0834 530-0042 730-0049 68000 159836	Tokyo Miyoshi City Toyama Saitama Osaka Hiroshima Ampang Singapore	Japan	35°35'09.2"N 139°42'28.8"E 35°04'48.7"N 137°06'03.6"E 36°40'01.6"N 137°12'36.0"E 35°55'04.8"N 139°36'54.0"E 34°41'33.0"N 135°31'01.2"E 34°23'46.7"N 132°27'54.0"E 3°09'29.2"N 101°45'10.8"E 1°17'01.1"N 103°48'50.4"E
Marposs Limited	Leofric Business Park, Progress Way	CV3 2TJ	Coventry	United Kingdom	52°23'38.0"N 1°26'12.0"W
Marposs Monitoring Solution (MMS)	Spichernstraße 22a Buchering 40 Max-Planck-Strasse 9	30161 21272 40699	Hannover Egestorf Erkrath	Germany	52°23'15.7"N 9°44'23.3"E 53°11'42.4"N 10°04'25.7"E 51°11'47.8"N 6°54'46.9"E
Marposs S.p.A.	Viale Marconi 67 Via Armistizio 277 Via Romagnoli 8 Via Saliceto, 13	56028 35142 40010 40010	San Miniato Padova Bentivoglio Bentivoglio	Italy	N 43° 41' 49.11 E 10° 50' 12.6564 N 45° 22' 17.8572 E 11° 50' 35.6172 N 44° 37' 27.21 E 11° 25' 6.3696 44°37'20.6"N 11°24'52.6"E

SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY OR TERRITORY	COORDINATES (GEOLOCATION)
Marposs s.r.o	Náchodská, 149/199 Na Honech I 5539	193 00 760 05	Praha Zlín	Czech Republic	N 50° 7' 14.6604 E 14° 39' 38.4444 N 49° 14' 9.9132 E 17° 40' 14.1096
Marposs Vietnam Company Limited	Block C1, Trung Hoa Nhan Chinh urban zone, Le Van Luong, Nhan Chinh ward, Thanh Xuan district	100000	Hanoi	Vietnam	21°00'20.2"N 105°48'14.4"E
Marposs, S.A.	Gurutzegi Kalea nº12, Pg. de la Zona Franca, 83	20018 08038	Donostia-San Sebastián Barcellona	Spain	43°18'02.9"N 2°01'08.9"W 41°21'20.9"N 2°08'31.0"E
Marposs, S.A. de C.V.	Boulevard Adolfo Lopez Mateos 40 Calle Industria Moderna 2001 Avenida, Mercurio. #3700 Baja California 421	52995 76246 31106 25280	Atizapán de Zaragoza El Marqués Chihuahua Saltillo	Mexico	19°31'44.8"N 99°14'07.4"W 19°31'44.8"N 99°14'07.4"W 20°33'55.8"N 100°18'18.0"W 20°33'55.8"N 100°18'18.0"W 25°26'07.1"N 100°59'56.4"W
MeSys GmbH	Gewerbering 10 Erpftingerstr. 36	86926 86899	Greifenberg Landsberg am Lech	Germany	N 48° 4' 29.424 E 11° 5' 6.8748 48°02'17.2"N 10°51'28.4"E
MG Asia Limited	1111 King's RD	00000	Hong Kong	China	22°17'08.5"N 114°12'57.6"E
MG Exim Técnica Ltda.	Rua Cândia 75	09726-220	São Bernardo do Campo	Brazil	N -23° 41' 12.1416 E -46° 33' 52.6428
MG S.p.A.	Via del Ferro, 5/1 Via dei Metalli, 1	25039	Travagliato	Italy	N 45° 32' 5.6976 E 10° 6' 41.022 N 45° 32' 11.1552 E 10° 6' 40.5396
Movomatic GmbH	Erpftinger Str. 36 Im Teelbruch 122	86899 45219	Landsberg am Lech Essen	Germany	N 48° 2' 16.8 E 10° 51' 28.3824 N 51° 22' 56.8596 E 6° 56' 24.4176
Movomatic SA	Route des Perveuils 2	2074	Marin-Epagnier	Switzerland	47°00'45.0"N 7°00'39.1"E
Pt Marposs Gauges Indonesia	GKM Green Tower unit 805 Jl.TB. Simatupang Kav. 89G	12520	Jakarta Selatan	Indonesia	6°18'08.9"S 106°50'09.6"E
SAS Marposs	Parc d'activité, Brignais 2000 3-5-7 Rue de la Tuilerie	69530 77500	Brignais Chelles	France	45°40'45.5"N 4°46'27.4"E 48°53'35.9"N 2°36'22.0"E
Solarius Development Corp.	2360 Qume Drive San Jose	95131	San Jose	United States	37°24'14.0"N 121°53'20.4"W
Solarius GmbH	Nünningstraße 13 Albrechtstraße 43	45141 80636	Essen München	Germany	N 51° 28' 6.6432 E 7° 3' 23.2308 N 48° 9' 15.0084 E 11° 32' 27.4848
Solarius Trading (Shanghai)	No. 2000 Yishan Road	201103	Shanghai	China	31°10'08.0"N 121°23'09.6"E
Stil SAS	595 Rue Pierre Berthier	13855	Aix-en-Provence	France	43°28'33.6"N 5°22'34.0"E
Tecna Srl	Via Statale Sud, 115	41037	Mirandola	Italy	44°52'16.7"N 11°04'07.7"E
Zhong Yuan	Eastern Block of Weiliu Road	472001	Sanmenxia	China	34°41'25.4"N 111°03'10.8"E

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