

MARPOSS

**SUSTA-
INA-
-BILITY
REPORT
2023**

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A Letter to our Stakeholders



In the current period of unprecedented transformation, we are well aware of the challenges that await us and the growing responsibilities we all need to take in terms of sustainability and ESG (Environmental, Social, Governance) values. This is why we have set ourselves the goal of combining technical and industrial excellence with environmental and social responsibility in order to actively contribute to balanced, long-lasting progress.

Our mission focuses on providing cutting-edge solutions for constructing equipment designed to measure, monitor and generally improve the quality and sustainability of production processes. This is intrinsically combined with our ambition to make a positive contribution to society and the environment.

In recent years, we have taken major steps to achieve this vision by embracing innovation and ESG values as the core pillars of our business. Our commitment is reflected in our search for solutions that not only improve the efficiency and quality of our products, but also enable us to minimize our environmental impact. This clearly demonstrates the extent of our commitment to a more sustainable future.

Our global presence has always borne witness to the Marposs Group's dedication to the people who form the heart of our business. We embrace a philosophy that focuses on the creation of shared value, while also recognizing that long-term success depends on the well-being of the communities in which we operate. We do not limit ourselves to simply providing advanced technological solutions, as we are also passionate about ensuring support, assistance and inclusion wherever we are present.

Our vision inspires all our decisions and actions, driving us to promote sustainable and responsible production practices, invest in the continuous training and professional development of our employees, and actively improve the social and economic conditions of local communities. We are convinced that a company only thrives when it grows together with its people and the surrounding environment.

As we look to the future, we recognize that open and transparent collaboration with our stakeholders is essential for successfully meeting the challenges of the present. Your trust, your support and your commitment are essential for building a more equitable, sustainable and opportunity-rich tomorrow together.

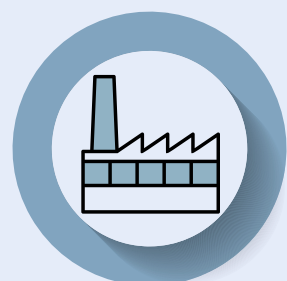
I would like to conclude by expressing my sincerest appreciation for the continued support all of you have offered us. The Marposs Group is a community of people united by a desire to operate in the best way possible. Together, we can build a future where technology and sustainability unite to create lasting value.

Stefano Possati

This report refers to the year 2023.

0.1 Sustainability Highlights

THE MARPOSS GROUP



48

Companies in the Group



25

Countries the Group exists in



3,453

Employees at a local level



190

Active brands registered around the world



502,980
thousand euros

Economic value generated in 2023



5.4%

Increase compared to 2022



470,832
thousands of euro

Economic value distributed in 2023



7.2%

Improvement compared to 2022

CUSTOMER FOCUS



404

After-sales/ Customer service staff



90

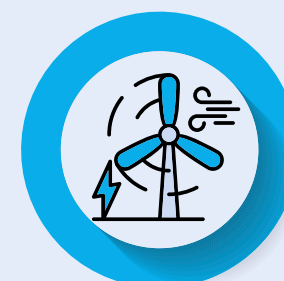
Tradeshows



800

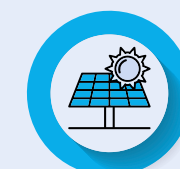
CRM licences

ENVIRONMENT



10.2%

of consumption self-produced from renewable sources



926kWp

Bentivoglio HQ Photovoltaic System Power (under completion)



-31%

Water consumption compared to 2022



Member of TREEDOM

GOVERNANCE STRUCTURE



17

Members of the ESG committee, with 2 members of the B.o.D.



5

Members of the Board of Directors



5

Members of the Board of Auditors

PRODUCT COMPLIANCE AND SAFETY



12

Technical committees



3

Topical committees

RESEARCH AND DEVELOPMENT - PRODUCT INNOVATION



8.80%

Resources dedicated to R&D/FTE



31,198 thousand euros

R&D investments (7,133 thousand euros capex + 24,065 thousand euros opex)



11%

Increase compared to 2022



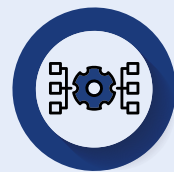
416

Worldwide patents



124

Patent applications



69

Utility models



44

Design registrations



2

Chief Technology Officer (CTO)



2

Competence Centres dedicated to innovative solutions for electrical mobility and energy efficiency

PRIVACY AND CYBERSECURITY



Cybersecurity and IT system monitoring (24/7)



Group IT infrastructure standardisation



Marposs Digital Grid

SOCIAL



3,453

Employees at a global level



29,339

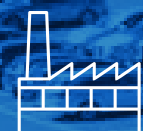
Training hours supplied



89.95%

Permanent contracts

1 THE MARPOSS GROUP



48

Companies
in the Group



25

Countries the
Group exists in



3,453

Employees
at a local
level



502,980 thousand euros

Economic value
generated in 2023



5.4%

Increase
compared to 2022



470,832

thousand euros
Economic value
distributed in 2023



7.2%

Improvement
compared
to 2022



190

Active brands
registered around
the world

1.1 Who we are

Marposs is a multinational Group and leader in the production of industrial process quality control and high precision measuring solutions for the manufacturing environment.

Founded in Bologna in 1952 by Mario Possati, and led today by Stefano Possati, Marposs is a family-controlled company that exists in over 25 countries around the world with its own sales and service subsidiaries

It operates in segments including mechanical component measuring (before, during and after machining), operational machine tool checking, stress testing and leakage tests for automatic assembly lines in all industrial sectors.

Thanks to a takeover policy that began more

than two decades ago, today Marposs is a Group made up of 48 companies. This strategy, along with continuous R&D investment, is one of the mainstays behind the Group's growth. It has also led to the acquisition of high-quality companies with new products complementing more traditional ones to ensure that the Marposs range of solutions is complete.

The Marposs Group is the supplier of choice for all the major automotive manufacturers it is helping transition to e-mobility, but it is also present and active in the aerospace, biomedical, consumer electronics, semiconductor and household appliances sectors.

For all these sectors, the Group provides its customers with the ideal tools for reaching their quality goals. Products tested with Marposs technologies form part of the lives of millions of people around the world every day.

OUR MISSION

Following in the steps of our founder, Mario Possati, Marposs Group applies the following principles:

1. "Maintain customer proximity at all times to ensure the best possible support at the moment of sale and afterwards;
2. Produce the most suitable solutions and continuously invest in research and development; and
3. Strive to improve customer satisfaction, as an indicator of the quality of the work conducted.

These principles are the foundation of our past success and will help the company to grow and prosper further."

The company has always put young people at the centre of its vision for growth, and our founder explained this choice by saying: "our principles give you the opportunity of truly fulfilling your potential, because your fulfilment is the main reason for the success of our community".

Our history Milestones

In over 70 years of history, there have been moments that have significantly affected the Group's growth and helped consolidate its position on the global market. These milestones include the following:

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.**

1962

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).

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.

2020/
2023

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).

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.

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.

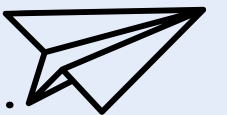
1990/
2000

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).**



GRI 2-1

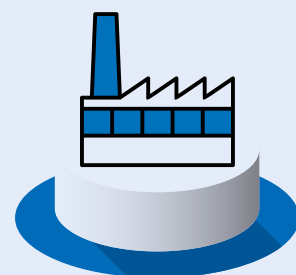
1.2 Group composition

Marposs S.p.A., the Group's head office coordinates a group of companies that supply products and assistance on a global scale. More specifically, the Group is made up of:



SALES AND SERVICE CENTRES

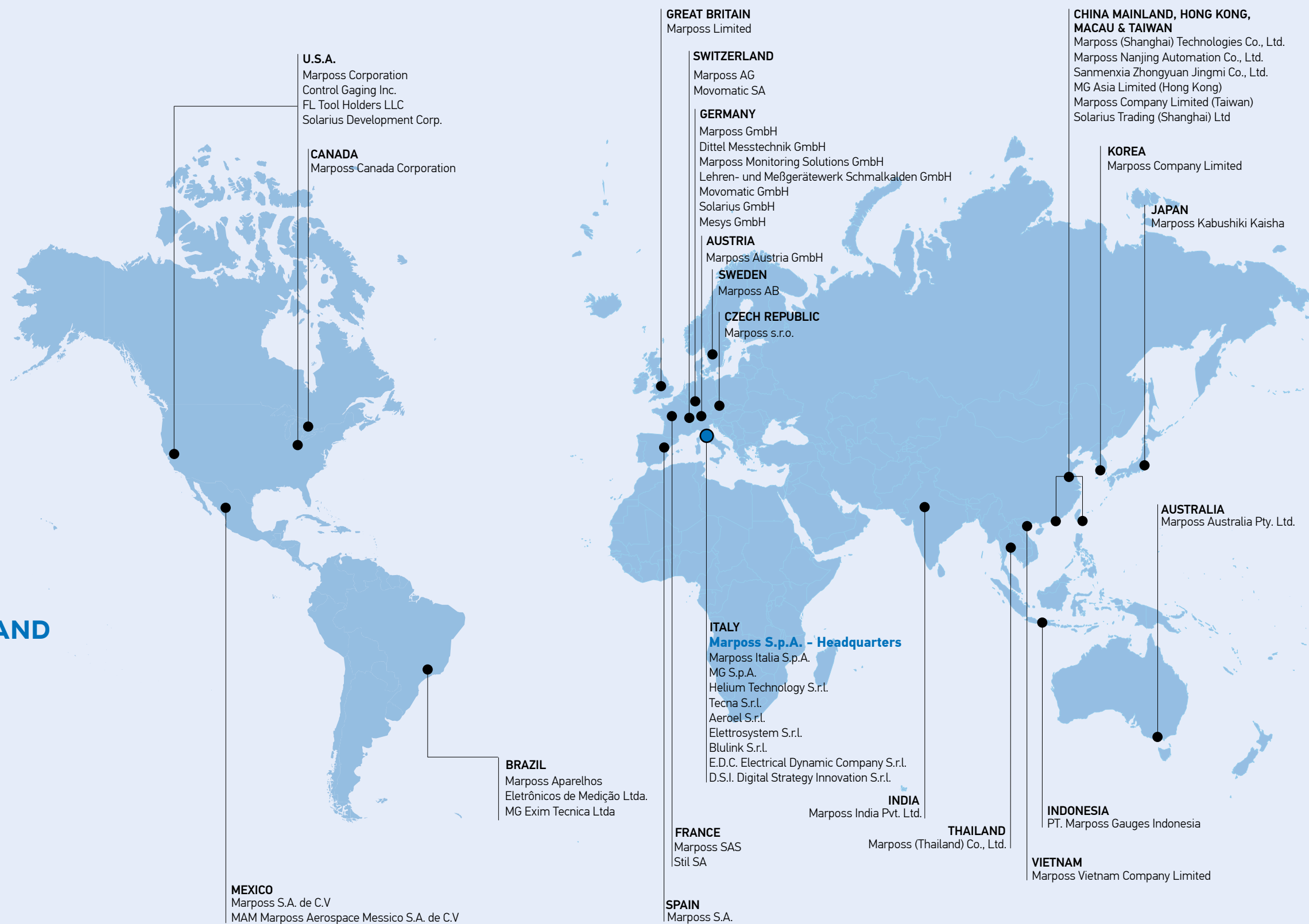
that are exclusive distributors of the Group's products in the country they operate in. They offer customers technical and business advice, consultation on metrology and after-sales service for all the products the Group markets. The presence of a Group company in the customer's country ensures rapid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



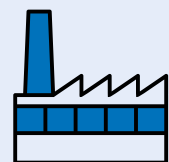
PRODUCTION AND COMPETENCE CENTRES

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.

The Group currently has its own sales and service/skill-building organisations in 25 countries, and a network of agents and distributors in a further 9 countries. This involves employing 3453 people.



The Group consists of the following companies:



PRODUCTION AND COMPETENCE CENTRES

MARPOSS S.P.A.

Bentivoglio
(Bologna, Italy)

Group Headquarters A leader in the production of industrial process quality control and high precision measuring solutions for the manufacturing environment;

MG SpA

Travagliato
(Brescia, Italy)

Wholly owned by Marposs SpA., this is a leading company in the field of metrology, specialised in measuring systems and quality control operating, leak and machine tests. Its main application sectors are: the automotive industry and its sub-contractors, aeronautics, hydraulic and pneumatic parts, electrical components, the glass industry, machine tools, etc.

Marposs Nanjing Automation Co. Ltd.

Nanjing (Nanking)
China

66.67% owned by MG Asia Ltd and 33.33% owned by Marposs SpA. The company's mission is to produce industrial automation and measuring instruments (machines and benches);

Marposs Monitoring Solutions GmbH (MMS)

head offices in Egestorf
(Hamburg, Germany)

production site in
Erkrath (Dusseldorf,
Germany)

100% owned by Marposs SpA. The company includes the Artis brand, a leader in the development and production of systems for checking and monitoring machine tools and the Brankamp brand, a technological leader in monitoring sensor applications for the metalworking industry.

Control Gaging Inc.

Ann Arbor
(Michigan, USA)

100% owned by Marposs SpA, this company produces products and services for the in-process segment of the American market.

MG Exim Tecnica Ltda

Sao Bernardo do
Campo (Brazil)

85.06% owned by MG SpA. The company sells and provides technical assistance for products designed for the mechanical industry in the Brazilian market. This includes distributing and providing assistance for MG products. The company also has mechanical design resources that allow it to produce equipment on site for the local market.

Helium Technology Srl

head offices
in Bentivoglio
(Bologna, Italy)

production sites
in Calvignasco (Milan,
Italy) and Cornate
D'Adda (Monza
Brianza,
Italy)

100% owned by MMS GmbH (Germany), this subsidiary produces equipment for leak testing in engine, transmission and injection system components using helium technology as it ensures greater precision. It also operates in atypical Marposs product sectors such as refrigeration, pharmaceuticals and food.

Dittel Messtechnik GmbH

Landsberg am Lech
in Bavaria (Germany)

100% owned by Marposs SpA, this is a leading company on the German market for measuring technology and control systems for machine tools (automatic balancing

and monitoring systems for grinding processes). Following a merger, the company has incorporated Schwer + Kopka GmbH, also previously 100% owned by Marposs SpA.

FL Tool Holders LLC

Livonia (Detroit,
Michigan USA)

100% owned by Marposs Corp. USA, this subsidiary is a leading manufacturer of precision equipment mainly dedicated to the automotive, maritime and aerospace sectors.

Marposs Aerospace Mexico SA de CV

Queretaro
(north of Mexico
City, Mexico)

Wholly owned by Marposs Mexico SA de CV, this subsidiary produces tooling and mechanical equipment dedicated to the aerospace industry and is part of the Group's strategy of expanding into the aeronautic industry.

Tecna Srl

Mirandola
(Modena, Italy)

100% owned by Marposs SpA, this company specializes in electronic design and the production and marketing of equipment for leak and flow tests used in all industrial sectors, from mechanics to biomedicine. The latter is currently growing in importance in the diversification of the Group's product range.

Sanmenxia Zhongyuan Jingmi Co.Ltd

Sanmenxia (China)

90% owned by Marposs SpA, this subsidiary is specialised in the production of grinding cycle and grinding wheel balancing in-process measuring and monitoring instruments that cover the Chinese market's technologically less sophisticated product range.

Aeroel Srl

Pradamano
(Udine, Italy)

100% owned by Marposs SpA. This company conducts research and design activities aimed at the production, marketing and installation of measuring instruments for industrial automation.

Elettrosystem Srl

Scuzolengo (Asti, Italy)

100% owned by Marposs SpA, this subsidiary manufactures and markets industrial robots for use in a wide range of areas, including the mechanical and medical sectors.

Blulink Srl

Reggio Emilia (Italy)

68% owned by Marposs SpA, this subsidiary manufactures and markets software, mainly designed for industrial and retail quality controls, company performance and regulatory compliance.

Lehren- und Meßgerätewerk Schmalkalden GmbH

Schmalkalden (Germany)

100% owned by Marposs SpA, this subsidiary designs, manufactures and markets measuring tools, mechanical equipment and dimension test stations for use in a variety of sectors, including the automotive industry.

Sciences et Techniques Industrielles de la Lumiere SAS (abbreviated to STIL)

Aix en Provence (France)

100% owned by Marposs SpA, STIL develops, produces and markets "non-contact" type measuring systems based on chromatic confocal technology.

E.D.C. Electrical Dynamic Company Srl

Milan (Italy)

Wholly owned by its parent company, this subsidiary manufactures equipment for testing electric motors (industrial and automotive) and related components, like rotors and stators, that can also be integrated in automatic lines, and used in both laboratory and production environments.

Movomatic SA

Peseux (Neuchâtel, Switzerland)

100% owned by Marposs SpA, this subsidiary manufactures and markets high precision grinding process testing equipment for different product sectors.

Movomatic GmbH

Landsberg am Lech (Germany)

100% owned by Movomatic SA, this company manufactures and markets high

precision grinding process testing equipment mainly for the German market.

Digital Strategy Innovation Srl

Venice (Italy)

The object of a 70% takeover by Marposs SpA in January 2023, this start up operates in the sphere of artificial intelligence, conducting research and development on technologies and products for introducing digital and computer vision solutions to the manufacturing industry.

MeSys GmbH Meß- und Regelsysteme für Industrieautomation

Greifenberg (Germany)

The object of a 70% takeover by Marposs SpA in March 2023, this company develops, manufactures, sells and services on-line and off-line non-contact and non-radiometric measuring instruments with ultrasonic technology for thickness and density measurements.

Solarius GmbH

Munich (Germany)

The object of a 100% takeover by Marposs SpA in June 2023, Solarius is a leader in precision systems for inspecting, measuring, analysing and viewing surfaces with non-contact technology. Its products combine high-resolution sensors with automated data acquisition systems and powerful analysis instruments, and its main markets are the medical, consumer electronics and semiconductor sectors.

Solarius Development Corp.

San José (California)

100% owned by Solarius GmbH, this company markets Solarius brand products to the American market.

Solarius Trading (Shanghai) Limited

Shanghai (China)

100% owned by Solarius GmbH, this company focuses mainly on providing technical assistance to products on the Chinese market.





SALES AND SERVICE CENTRES

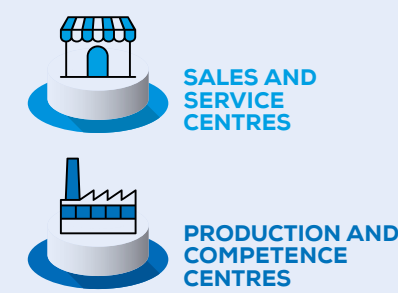
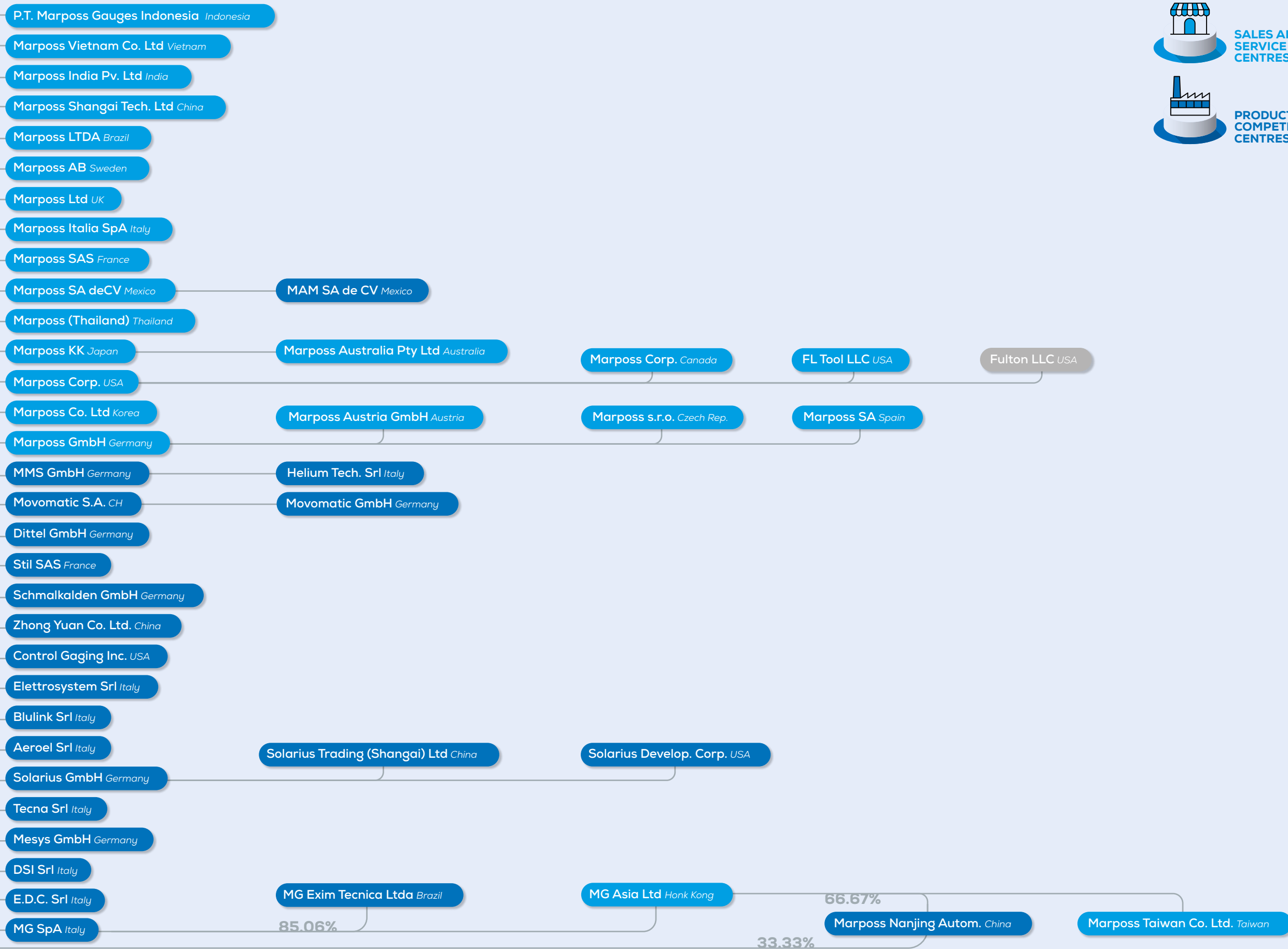
Marposs GmbH Weinstadt (Stuttgart, Germany)	94% owned by Marposs SpA.	Marposs Ltd Coventry (Great Britain)	100% owned by Marposs SpA.	Marposs Taiwan Co. Ltd Taichung City (Taiwan)	100% owned by MG Asia Ltd.	Marposs (Thailand) Co. Ltd Bangkok (Thailand)	100% owned by Marposs SpA.
Marposs Kabushiki Kaisha Tokyo (Japan)	100% owned by Marposs SpA.	Marposs Company Ltd Seoul (Korea)	100% owned by Marposs SpA.	Marposs Corp. Toronto (Canada)	100% owned by Marposs Corp. USA.	Marposs Vietnam Company Limited Hanoi (Vietnam)	100% owned by Marposs SpA.
Marposs Italia SpA Bentivoglio (Bologna, Italy)	100% owned by Marposs SpA.	Marposs Ltda Sao Paulo (Brazil)	100% owned by Marposs SpA.	Marposs India Pvt Ltd New Delhi (India)	100% owned by Marposs SpA.	PT Marposs Gauges Indonesia Jakarta (Indonesia)	100% owned by Marposs SpA.
Marposs Corp., Auburn Hills Detroit (Michigan, USA)	100% owned by Marposs SpA.	Marposs SA Barcelona (Spain)	100% owned by Marposs GmbH.	Marposs Australia Pty Ltd Dandenong (Melbourne, Australia)	100% owned by Marposs KK.		
Marposs Shanghai Technologies Co.Ltd, Shanghai (China)	100% owned by Marposs SpA.	Marposs AB Karlskoga (Sweden)	100% owned by Marposs SpA.				
MG Asia Ltd Hong Kong	100% owned by MG SpA.	Marposs SA de CV Atizapan de Zaragoza (Mexico City, Mexico)	100% owned by Marposs SpA.				
Marposs Sas Chelles (Paris, France)	100% owned by Marposs SpA, this subsidiary markets products in France and supplements our production division for high-precision mechanical measuring devices for the aerospace and automotive industries.	Marposs Austria GmbH Wiener Neudorf (Vienna, Austria)	100% owned by Marposs GmbH.				
		Marposs S.R.O Prague (Czech Republic)	100% owned by Marposs GmbH.				

The company **Fulton Place Properties LLC** based in Fremont (California, USA) and wholly owned by Marposs Corporation (USA) is part of our consolidation perimeter. This is a real estate company that owns the branch office of Marposs Corporation in Fremont, California.

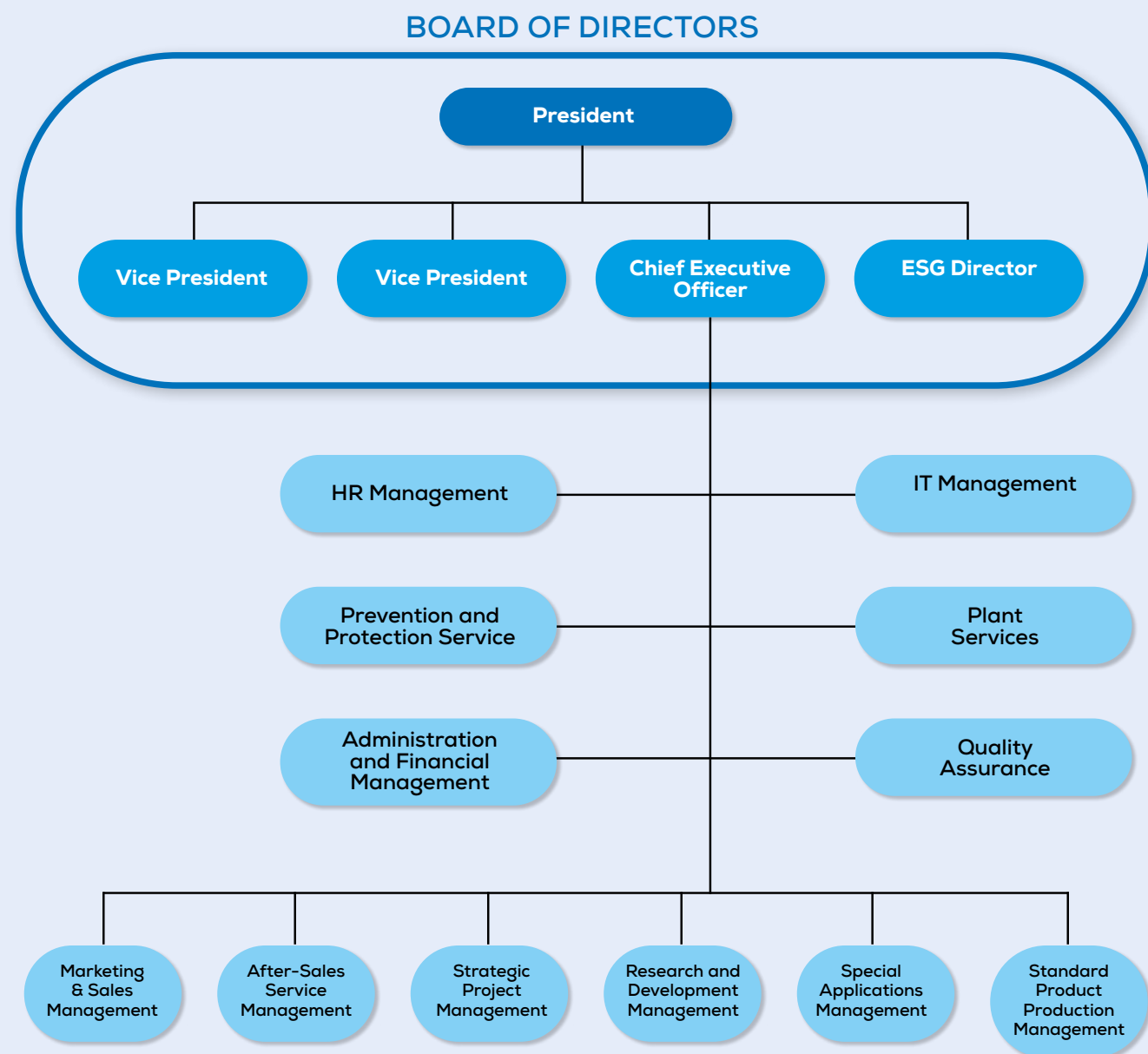
Group sociogram



Marposs SpA
Italy



Headquarters organogram



Brands

The founder Mario Possati conceived the company brands that still distinguish the Group today.

Over the years, the individual companies that have been taken over have also become part of the corporate brand portfolio. **At the end of 2023, the Group had a total of 190 active brand registrations worldwide.**



MARPOSS

GRI 2-6

1.3 Group activities

The Group provides measurement, inspection and testing solutions to machine tool manufacturers and users, enabling customers to optimise production processes, reduce waste and increase energy efficiency, all of which help achieve more sustainable production.

The Group started life as a supplier of on-board instrumentation for grinding machine tools and then expanded into other cutting machine tool markets, improving machining accuracy, output quality and reducing scrap. Today Marposs is still a byword for grinding machine measurement and quality control.

Since the 1970s, the Group has been a strategic partner for key automotive sector players throughout their production processes.

From die-casting to final assembly, the Group's technologies contribute to improving on-road vehicle performance, efficiency and safety, anticipating the challenges of a sector that is continuously evolving towards increasingly sustainable mobility.

In addition to the automotive sector, the Group specialises in high-growth sectors, like semiconductors and aeronautics. Technological innovation in these areas requires increasingly sophisticated measuring solutions. Thanks to its long-standing experience and continuous investment in research and development, the Group offers its customers the most advanced technologies to guarantee the highest quality and reliability of their products.

GRI 201-1

1.4 Economic performance

Generated and distributed economic value

Through an analysis of its generated and distributed economic value, the Group highlights the economic resources that originate from its operations, the amount of resources allocated to its stakeholders - employees, suppliers, customers, financiers, the community and local communities - and the resources reinvested to preserve and increase its assets.

In 2023, the total economic value generated, i.e. the wealth created by the Group when doing business, amounted to approximately 502,980 thousand euros, of which 93.61% (equal to approximately 470,832 thousand euros) was distributed to stakeholders while the remaining 6.39% (equal to approximately 32,148 thousand euros) was kept inside the company.

(thousand euros)	2023	2022
GENERATED ECONOMIC VALUE ¹	502,980	477,419
DISTRIBUTED ECONOMIC VALUE ²	470,832	439,151
Suppliers ³	235,486	215,023
Employees ⁴	199,347	195,507
Capital providers ⁵	22,574	14,230
Public Administration ⁶	13,331	14,308
Community ⁷	94	83
DETAINED ECONOMIC VALUE ⁸	32,148	38,268

¹ Generated economic value: is the sum of the revenues generated by the Group's activities, including income from shareholdings and other financial revenue.

² Distributed economic value: is the amount of resources allocated to the Group's stakeholders - employees, suppliers, customers, financiers, the community and local communities.

³ Value distributed to suppliers: is the economic value transferred to suppliers for the purchase of goods and services required for the Group's operations.

⁴ Value distributed to employees: includes the salaries, wages, benefits and other contributions Marposs has paid its employees.

⁵ Value distributed to capital providers: refers to the payments made to investors and financiers, such as dividends and interest on loans and other forms of financing.

⁶ Value distributed to public administration: refers to the taxes and fees paid to government authorities, both at a national and local level.

⁷ Value distributed to the community: is the amount allocated to donations and contributions for social, philanthropic or community development projects and initiatives. The value refers to Marposs.

⁸ Detained economic value: refers to the resources reinvested in the company in order to preserve and increase its assets.

GRI 2-22, 2-23, 2-24, 2-25, 2-26

1.5 Ethics and integrity in the Group business model

Group values

CODE OF ETHICS

The Group's Code of Ethics is the statement of its moral rights and duties. It defines the ethical and social responsibilities, values and principles that everyone working for the Group must adhere to and according to which all the Group's companies should base their policies. The Code of Ethics is a guide to the conduct the company expects in order to create a healthy, inclusive and respectful working environment, and foster trust and cohesion among employees. It is an effective means of preventing irresponsible or illegal behaviour by those who work in the name of and on behalf of the companies in the Group.

The Code of Ethics emphasises respect for the

law and promotes social and environmental responsibility, like the enhancement of human resources. It includes the Group's commitment to maintaining a safe and high quality working environment that supports human rights and sustainable development.

The code safeguards personal and corporate data and intellectual property rights, prohibits all forms of corruption and promotes honest business practices. It also ensures careful asset management and includes the Group's commitment to providing accurate and timely financial and corporate communications and rigorously avoiding the dissemination of false or misleading information.

Find out more



POLICIES

In line with the principles set out in the Code of Ethics, the guidelines and directions that each organisation should follow, and the action lines designed to guide the Group's member companies towards common strategies and goals, are expressed in our Policies. More specifically:

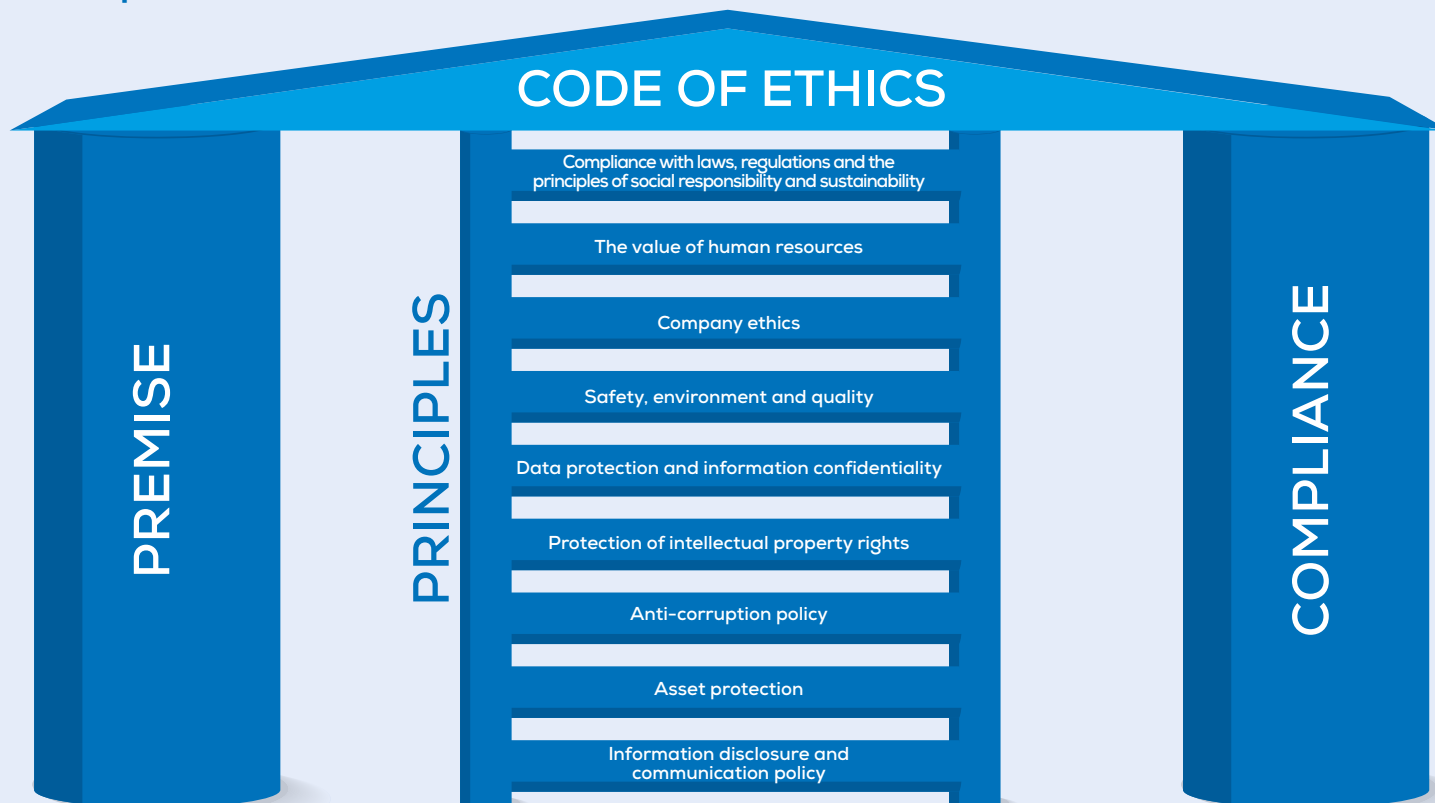
Environmental policy

Responsible procurement policy

Health and safety in the workplace policy

Human rights and work conditions policy

The pillars of the Code of Ethics



Find out more



Find out more



Find out more



Find out more



Reporting Mechanisms

The Group has implemented measures and mechanisms to ensure that any act contrary to the Code of Ethics can be reported and treated confidentially, and that whistleblowers are protected from unfair treatment or retaliation, in accordance with all applicable laws.

GRI 205-3
Anti-corruption

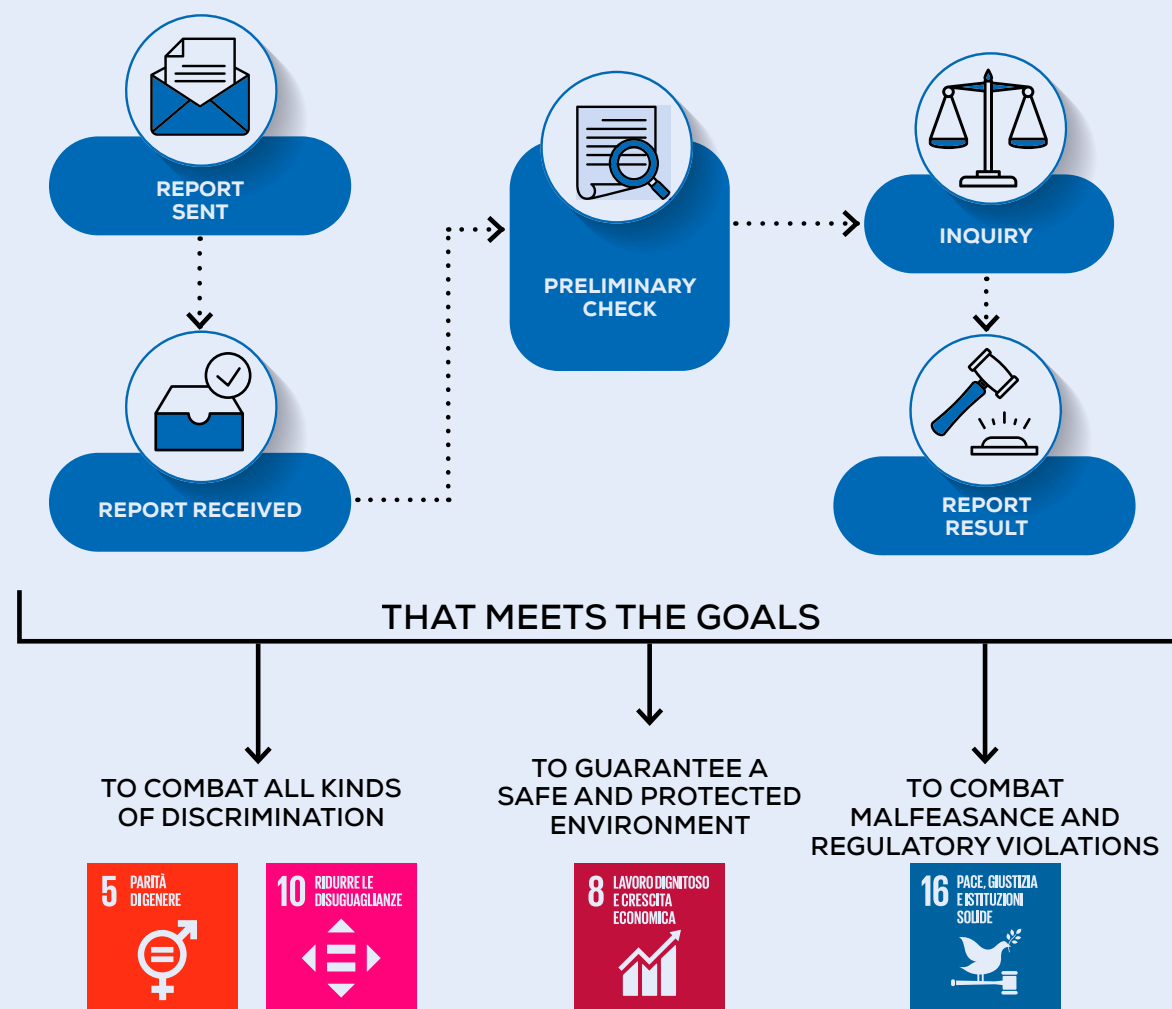
The Group has never been considered to be exposed to any risk of corruption, and no issue relating to litigation or fines related to corruption have ever arisen.

Despite this, we make every effort to provide training and awareness-raising courses on anti-corruption and to ensure compliance

with new regulations. We also inform our business partners of the Group's line on anti-corruption regulations and procedures.

The whistleblowing management system we have defined is shown in the diagram below.

Partly as a result of these actions, we can state that during the year, no incidents of



corruption were verified, either in relation to internal proceedings with employees, or to situations with external suppliers and partners.

GOVERNANCE STRUCTURE



17
Members of the ESG committee, with 2 members of the B.o.D.



5
Members of the Board of Directors



5
Members of the Board of Auditors

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-16

2.1 Governance bodies

The Marposs governing bodies, which are essential to the Group's strategic decision process, promote ethics, integrity and responsibility as the key principles in their decisions. The corporate governance structure is organised in accordance with the traditional system of administration and auditing, in line with regulatory and sector requirements.

The bodies are the Shareholders' Meeting, the Board of Directors and the Board of Auditors.

The operating methods of these corporate bodies are governed by law, the Group's Articles of Association, the Board of

Directors Regulations and the resolutions passed by relevant bodies, according to the circumstances that arise.

The Board of Directors (B.o.D.) is entrusted with powers for the ordinary and extraordinary management of the company, while the Board of Auditors are responsible for supervision and auditing functions.

The entire organisational structure and each governance structure work together to maximise value creation for our shareholders and stakeholders.

Administrative body: Board of directors

The Board of Directors has the broadest powers for managing the company and the authority to perform any acts deemed necessary to achieve its key goals.

The current Board of Directors, in office from 14 July 2022 up until the approval of the 2024 annual report, consists of five male members with an average age of 61 years, of whom 80% perform executive functions. It is structured as follows:

STEFANO POSSATI - President of the Board of Directors

ALESSANDRO STRADA - Chief Executive Officer

EDOARDO POSSATI - Vice-president of the Board of Directors

FRANCESCO POSSATI - Vice-president of the Board of Directors

ALBERTO POSSATI - Director

In 2023, Francesco Possati, a member of the Board of Directors, was identified as the ESG manager and will be appointed as such by 31 December 2024.

Auditing body: Board of auditors

The Board of Auditors ensures the Articles of Association are complied with, the principles of proper administration are observed and, in particular, that the organisational, administrative and accounting structures adopted by the company are suitable and function effectively.

The Board of Auditors, in office from 14 September 2022 until the approval of the 2024 annual report, consists of 5 members with an average age of 53 years, 60% of whom are

women and 40% of whom are men. The structure of the board has 60% of its members with executive functions and is structured 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 nomination and selection processes of the governing bodies

The nomination process is carried out by shareholders and aimed at managers who demonstrate proven loyalty, experience and competence.

2.2 Sustainability governance

ESG committee

In 2023, the ESG Committee was established. This is a cross-departmental body that provides the Group with the right tools for addressing sustainability-related challenges effectively and responsibly as their complexity requires an increasingly organic and integrated approach throughout the various corporate functions.

The Committee consists of 17 people, and meets monthly so it can address any emerging issues promptly and align any decisions with the company's sustainability project. These different activities include the following goals:

To define the ESG strategy by identifying

relevant issues for the Group and developing plans for addressing them;

To monitor and manage risks, by ensuring they are handled in a way that is consistent with the Group's strategy;

To manage reports and critical issues, by implementing a system for collecting and analysing reports, including effective corrective measures and communicating the actions taken transparently.

FRANCESCO POSSATI, Vice-president and ESG manager

The committee includes:

ALESSANDRO STRADA, Chief Executive Officer

ALESSANDRO ZAMA, Group controller

ANDREA BERGAMI, Strategic project management

BARBARA MASETTI, Quality Assurance

CLAUDIO RONCHI, Administration and financial management

ELENA REGGIANI, Legal division

FRANCESCO ZIPRANI, Research & Development management

GABRIELE RAVAIOLI, Administration and financial management

LAURA PETTAZZONI, Prevention and protection service, Site services

LUCA SIMONCINI, Information technology manager

MARIANGELA BETTINI, Marketing & Communication manager

MARTINA BATTILANI, Communication specialist

MASSIMO CENEDELLA, Standard product production management

MICHELE CORSO, Special applications management

NICOLA SCANDOLA, HR management, Information system management

PAOLO MATTIOLI, Marketing & sales management

THE SUSTAINABILITY ROADMAP

GRI 3-1

3.1 Materiality analysis

The Group's materiality analysis has been conducted using a strict method that incorporates best practices and international standards, like the GRI Standards.

The analysis was initially based on considerations aimed at understanding the organisation's context. This involved analysing the environment in which it operates and conducting a benchmark analysis on a sample of comparable, national and international companies. This analysis was founded on drivers that consider regulatory aspects, market dynamics and practices from the sector in which the Group operates.

Potential impacts were subsequently identified. Starting from the information collected in the previous analysis, "current impacts" (i.e. those occurring in the present or which occurred in the past) and 'potential impacts' (i.e. those that may occur in the future) were identified, as well as positive and negative impacts.

When assessing and prioritising these impacts, a process assessing their degree of importance was carried out. This was developed in line with GRI Standard criteria and based on the consideration of multiple factors, including:

DEGREE OF RELEVANCE

how serious/beneficial the impact is.

RANGE

how diffuse the impact is.

REMEDIABILITY

the extent to which the impact can be resolved.

FREQUENCY

a forecast of events that are likely to happen and the event's historical frequency.

We then adopted an approach that assesses 'inside-out' impacts, looking at how our activities affect the economy, the environment and society. At the same time, we considered the 'outside-in' perspective, i.e. the risks and opportunities arising from the external environment to assess how global changes can

affect our business with a view to adapting to the future requirements of sustainability reporting standards.

Given the complexity of this analysis, when identifying and assessing impacts, a decision was taken to involve a limited number of stakeholders with a high strategic value and a general overview of the entire organisation.

These analyses revealed several areas of significant impact, which the Group has committed to addressing through a short- and long-term sustainability strategy. These include key, transversal topics divided into the categories of environmental, social and governance responsibility. Each of these topics has been assessed according to its importance to the Group and its potential impact on our business and the whole of society.

Recognising the importance of these material topics, **the Group is committed to integrating sustainability considerations into its operations and business strategies.**

This includes developing specific goals, implementing targeted initiatives and continuously monitoring progress. We are also committed to maintaining open and transparent interaction with all our stakeholders by regularly reporting our progress and challenges.

The Group is committed to regularly reviewing and updating material topics in order to respond to changing stakeholder expectations and global challenges. At the same time, we observe local traditions and the specific responsibilities of all the areas we operate in and recognise the strategic importance of adapting our actions to local needs and social and economic dynamics. These responsibilities are fundamental to ensuring the long-term success of our business and consolidating

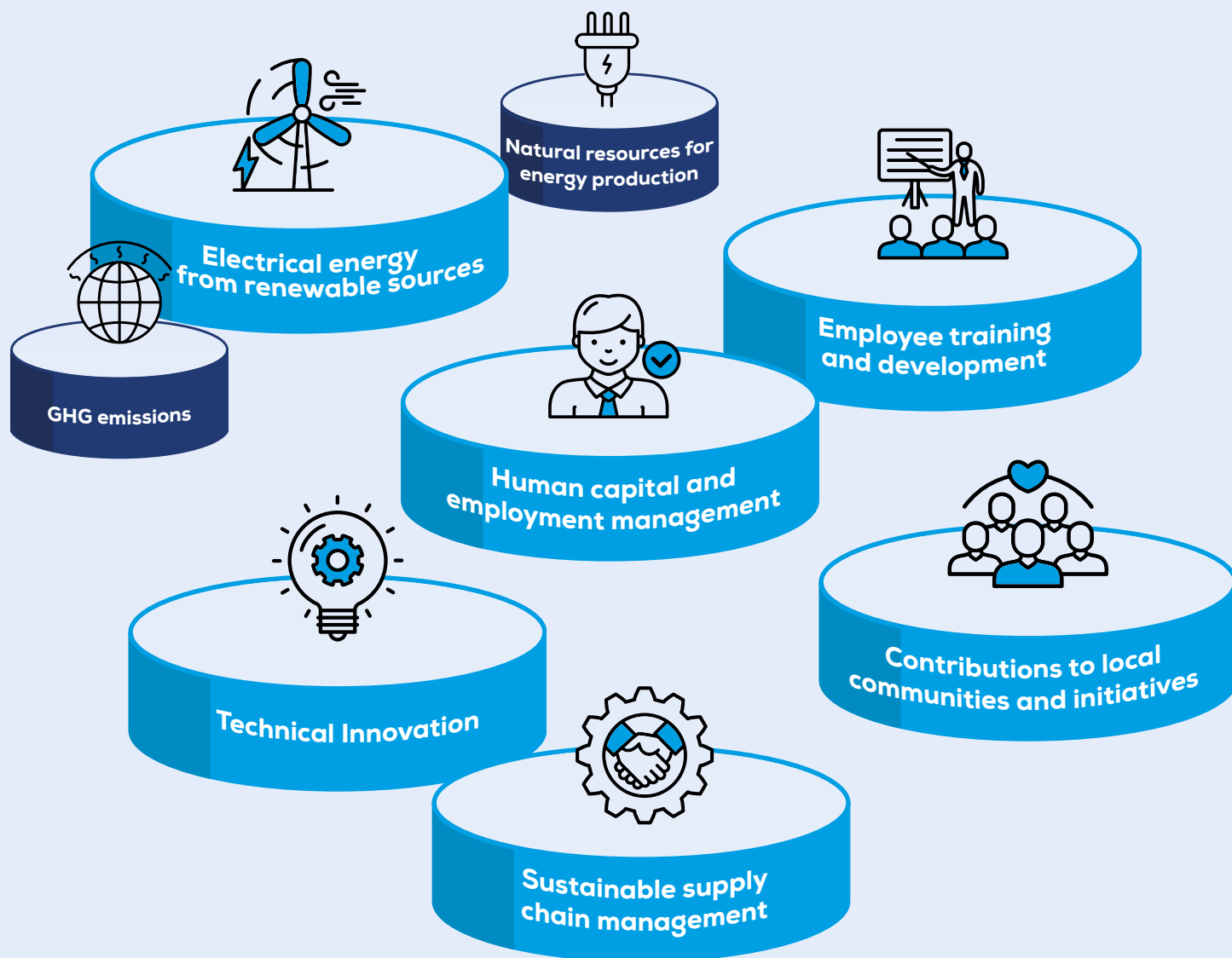
our global presence in a sustainable manner. The process of updating material topics is a fundamental pillar of our commitment to sustainable growth. It also guides our decisions and actions aimed at achieving a positive impact on the environment and the Group's people.

The materiality analysis for the 2023 annual report includes a definition of relevant material topics based on their Impact Materiality. This takes into account positive and negative, current and potential impacts and their magnitude and severity on the external environment. The materiality analysis was conducted

with a focus on the external perspective, while also considering the financial effects from a Financial Materiality viewpoint. This defines the risks and opportunities that come from the external environment (outside-in perspective), as indicated by the new European legislation on corporate sustainability reporting, the Corporate Social Responsibility Directive (CSR).

To determine the level of importance, the results of the Impact Materiality analysis have been assessed, taking into consideration the risk classification defined in the World Economic Forum's 2024 Global Risk Report⁹.

SDGs: the main Group topics











⁹ The document can be viewed at the following link: <https://www.weforum.org/publications/global-risks-report-2024/>









GRI 3-2









Table of key impacts, risks and opportunities

The table shows the main highlights in the Group's IRO (Impacts, Risks and Opportunities):



MATERIAL TOPIC / SDGs	IMPACT DESCRIPTION	IMPACT	ACTUAL / POTENTIAL	IMPORTANCE
IMPACT ON CLIMATE  	Consumption of natural resources for energy production	—	Actual	High
	Reduction of our contribution to climate change through the consumption of electricity from renewable sources for Marposs production activities	+	Actual	High
	Production of GHG emissions in our production activity (scope 1 and 2) and throughout the value chain (scope 3) with negative impacts in terms of their contribution to climate change	—	Actual	High
HUMAN CAPITAL AND EMPLOYMENT MANAGEMENT  	Increased satisfaction, motivation and well-being of our workforce thanks to secure employment, adequate wages, active dialogue, freedom of association, workers' rights to information, consultation and participation and correct work-life balance	+	Actual	High
EMPLOYEE TRAINING AND DEVELOPMENT  	Increased satisfaction of our workforce thanks to the development of professional skills achieved through training given to employees and co-workers to enhance their individual skills	+	Actual	High
CONTRIBUTIONS TO LOCAL COMMUNITIES AND INITIATIVES  	Creation of added value for the local area, generated directly and through suppliers, by guaranteeing, for example, employment and community involvement	+	Actual	High

TOPIC	IMPACT DESCRIPTION	IMPACT	ACTUAL / POTENTIAL	IMPORTANCE
SUSTAINABLE SUPPLY CHAIN MANAGEMENT 	Increased supplier satisfaction through ethical conduct in supplier relations, for example, by fostering our ability to ensure timely cash flows	+	Potential	High
TECHNICAL INNOVATION 	Development of innovative products and solutions through R&D activities that have a positive impact on customer requirements	+	Actual	High
HEALTH AND SAFETY IN THE WORKPLACE  	Incidents involving accidents, injuries and illness at work, with possible negative impacts in terms of people's health and safety	-	Potential	Medium
DIVERSITY AND INCLUSION  	Creation of an atmosphere in the workplace where every person feels included, valued and free to express their potential, thanks to training programmes and an inclusive corporate culture	+	Actual	Medium
HEALTH AND SAFETY OF PRODUCTS AND SERVICES  	Increased customer trust thanks to the production of products that are innovative, sustainable and present no risk to health or safety during use	+	Actual	Medium
PRIVACY AND CYBERSECURITY 	Promotion of a culture based on communication, ethics, transparency and the protection of whistleblowers with positive impacts in terms of increased trust and freedom of expression among employees, co-workers and stakeholders.	+	Potential	Medium

CUSTOMER RELATIONS AND CUSTOMER SATISFACTION 	Improved customer experience thanks to secure information access and responsible marketing practices with proper complaint handling through an efficient after-sales service	+	Actual	Medium
ANTI-CORRUPTION AND ETHICAL CONDUCT 	Training activities and the implementation of controls aimed at preventing and immediately detecting corruption, bribery and anti-competitive behaviour	+	Actual	Medium
WASTE MANAGEMENT  	Proper internal recycling and reuse of raw and waste materials from the production process to lower the environmental impact of resource consumption.	+	Potential	Low
WATER RESOURCES 	Impacts on ecosystems and people due to the amount of water withdrawn and consumed by the Group for production activities	-	Potential	Low
CIRCULAR ECONOMY 	Implementation of practices that ensure and contribute to the regenerative production of resources and ecosystems	+	Actual	Low
RESPONSIBLE LOGISTICS 	Responsible logistics aimed at reducing environmental impact through the use of sustainable packaging that also lowers packaging disposal costs	+	Potential	Low
HUMAN RIGHTS 	Violation of human rights within the Group and throughout the value chain, (forced and child labour, inadequate housing and lack of access to water and sanitation)	-	Potential	Low

GRI 2-29

3.2 Stakeholder Mapping

The Group has always considered interaction with all our stakeholders to be fundamental, as we firmly believe that everyone is an integral part of creating value. The environment in which the Group's people operate influences or may influence the organisation's approach to achieving its performance goals.

Through listening and discussion, we aim to combine our results with the social and economic development of the local areas and communities in which we operate. In this way, we seek to build common and lasting goals that also focus on a sustainable future.

The evaluation and level of stakeholder engagement are crucial processes in the relationship between the Group and its

stakeholders, as assessing the effectiveness of our stakeholders' engagement and collaboration is an indispensable part of any analysis of the areas of improvement we need to increase our commitment in. Our interaction is based on two key factors:

Identifying key stakeholders: to prioritise the parties we need to engage with constantly as this allows us to open direct communication channels for preventing or resolving eventual conflicts. Establishing the impact different stakeholders can have on our business also allows us to focus our efforts on the targets set in a continuous process.

Defining methods of involvement: relations with all our stakeholders are managed

- CUSTOMERS**
 - ▶ Event and tradeshow participation
 - ▶ Corporate website
 - ▶ Catalogues
 - ▶ Customer Satisfaction questionnaires
 - ▶ Complaint Management Office
- SUPPLIERS**
 - ▶ Meetings
 - ▶ Business relations
 - ▶ Environment and social criteria assessment questionnaires
 - ▶ Conferences
- EMPLOYEES AND CO-WORKERS**
 - ▶ Events/webinars
 - ▶ Assessment interviews
 - ▶ Specific training programmes
 - ▶ Collective bargaining
- SHAREHOLDERS AND INVESTORS**
 - ▶ Regular meetings
 - ▶ Press releases
 - ▶ Corporate website
 - ▶ Publication of documents and reports
 - ▶ Events
 - ▶ Top management meetings
- PUBLIC ADMINISTRATION**
 - ▶ Specific meetings
 - ▶ Memoranda of Understanding
 - ▶ Design collaborations
- SECTOR AGENTS**
 - ▶ Work groups
 - ▶ Social networks
 - ▶ Events
- COMMUNITIES**
 - ▶ Internal collaborations
 - ▶ Surveys
 - ▶ Social networks
 - ▶ Events
 - ▶ Press releases

through various channels, such as sales office reports, staff portals, press releases, press articles, shareholder meetings and effective collaboration with employees and suppliers. Through transparent and proactive communication, we aim to improve the reputation of our company and make it more attractive to all our stakeholders. We believe that defining innovative engagement models can lead to greater opportunities for growth thanks to different perspectives and ideas.

The Group is committed to making our

communication channels more user-friendly and easy to access. In recent years we have been increasing our presence on social networks to increase opportunities for engagement and interaction.

The table above shows how the Group has carefully chosen both internal and external channels to use for engaging with important stakeholders.

GRI 2-28

3.3 Membership of associations

Marposs is a member of several associations, including:

CONFINDUSTRIA EMILIA-ROMAGNA

The main organisation that represents manufacturing and service companies in Emilia-Romagna. Marposs engages in Confindustria activities to support regional economic development and promote industrial sustainability.

FRIENDS OF THE JOHNS HOPKINS UNIVERSITY

A non-profit organisation that offers financial and community support for students and initiatives at the SAIS Europe campus of The Johns Hopkins University in Bologna, Italy. Marposs participates with a scholarship named after Mario Possati, the founder of Marposs, and dedicated to talented young specialist students at SAIS.

SEMI

This leading trade association represents the entire global microelectronics supply chain. Marposs is one of over 2,200 member companies worldwide.

UCIMU

This Italian association represents tool machine, robot and automation manufacturers. Marposs actively participates in UCIMU initiatives, contributing to the development of the sector and promoting technological innovation.

RESEARCH & DEVELOPMENT

8.8%
Resources dedicated to R&D/FTE

31,198
thousand euros
R&D investments
(7,133 thousand euros capex + 24,065 thousand euros opex)

11%
Increase compared to 2022

416
Worldwide patents

124
Patent applications

69
Utility models

44
Design registrations

2
Chief Technology Officer (CTO)

2
Competence Centres dedicated to innovative solutions for electrical mobility and energy efficiency

12 Technical committees
3 Topical committees

4.1 Innovation-focused organisation

Chief Technology Officer

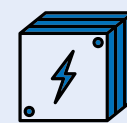
To improve the coordination of high strategic impact R&D activities within the Group, the function of Chief Technology Officer or CTO is particularly important as their aim is to support the Group's competitiveness in all its markets. More specifically, the CTO function has the delegated power to coordinate the R&D of new products and intellectual property at a Group level.

Considering the extraordinary range of markets and technological solutions offered by the Group, there are two CTOs currently active. One is also the Strategic Projects Director who focuses on the electrical mobility, machine vision and machine learning areas, while the other is also the Research and Development Director, engaged in all other areas.

Competence Centres

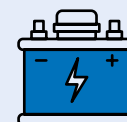
To meet the challenge of new markets and new technologies, the Group has set up specific Competence Centres across the entire organisation. These are designed to respond to any customer question on a specific application area, and to guarantee specialised and prompt technical support.

The Competence Centres currently in operation are:



FUEL CELL

Focused on solutions and support for optimising the efficiency and performance of fuel cell energy systems.



BATTERY

Specialised in R&D and the implementation of quality control solutions for this production chain.

The benefits of these centres are obvious. They offer in-depth, specialised expertise, accelerate the innovation process, improve the quality of the solutions offered and enhance customer satisfaction.

Participation in projects (European - local)

These include various initiatives conducted together with external academies and research institutes to enhance theoretical and practical knowhow that will benefit the company's business prospects. More specifically, there are training exchange programmes for thesis and doctoral students organised with Marie Skłodowska-Curie Actions (Ghaia project) and collaborations with Academies and industrial partners on research projects that compete in European calls for funding (TARGET-X and SeConRob).

Marposs is engaged in the project led by BI-REX¹⁰ that aims to create a highly innovative and flexible manufacturing pilot line by providing technologies and expertise in three research areas:

- Additive and advanced manufacturing;
- ICT for machines and production lines;
- Advanced Systems for production process management.

Through its coordination with Bi-Rex and its co-funding, Marposs has also joined the NGA4M and PowOps regional projects.

This commitment reinforces our dedication to continuous innovation and collaboration with the finest academic and industrial institutions in local areas for the development of cutting-edge solutions that meet the challenges of the future.

10 BI-REX (Big Data Innovation & Research Excellence), based in Bologna, was established in 2018 and is one of 8 national 'Competence Centres' set up by the Ministry of Made in Italy Enterprise (formerly MISE), as part of the government's Industry 4.0 project.

4.2 Research and Development

In 2023, the Group continued to invest in Research and Development activities aimed at supporting and promoting technological innovation. This is essential for maintaining its market leading position, especially at a time of great technological transformation in the automotive sector.

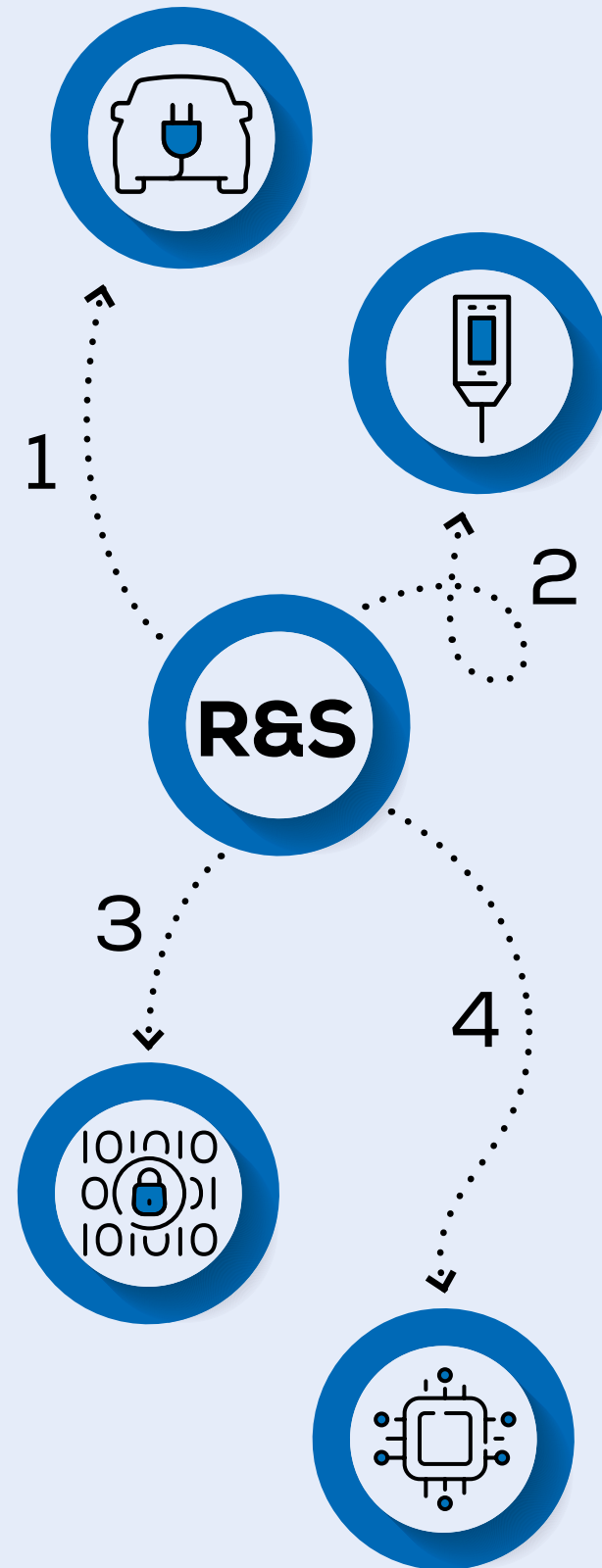
Marposs is the focal point of the Group's R&D activities and the place where its commitment to and resources for innovation are concentrated.

In 2023, investments in R&D confirmed the priority of four strategic paths:

1. innovating and extending the range of products and services in the **electrical mobility** ecosystem;
2. innovating and extending the range of **standard products**;
3. developing a digital service capable of integrating OT¹¹ and IT¹² segment functions in compliance with the **IT security** guidelines established by the European Union Commission;
4. reducing dependency on specific supply chains for **electronic components**.

Our R&D activities are therefore focused on specific technological areas: **Sensors, Digital Transformation, Testing, Machine Vision and AI**. Our aim is to continue developing traditional product lines (e.g. monitoring and controls conducted during machine tool processing), together with the development of new solutions for optical measuring, visual inspections, testing and digital platform integration.

The ongoing transformation of the automotive industry towards e-mobility (e.g. batteries, electric motors and fuel cells) will be the main opportunity for introducing these innovations, which can also be used in many other sectors.



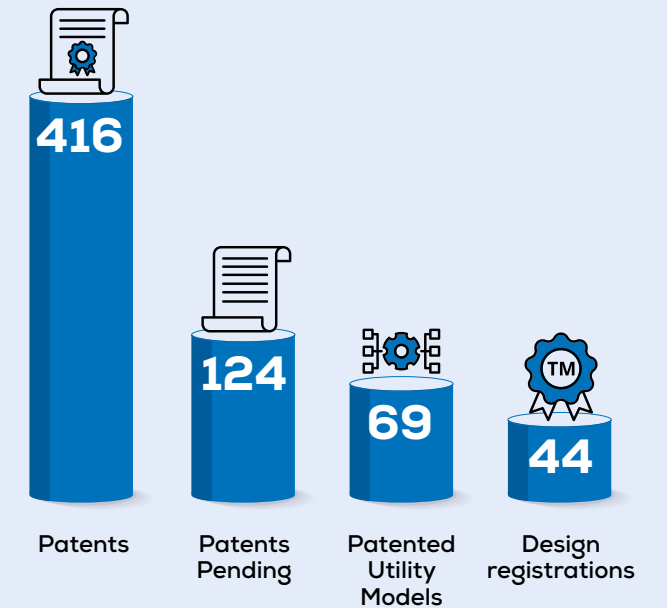
¹¹ Operational Technology (OT)

¹² Information Technology (IT)

4.3 Innovation protection

Our propensity for innovation and the attention we have always paid to its protection and enhancement are confirmed by the establishment at Marposs of an office dedicated to the protection of our intellectual property. Today, this office carries out activities for the whole Group, ensuring the synergic management of our innovation and know-how.

At the end of 2023, the Group's patent portfolio included **416 patents granted in different countries around the world** and 124 patent applications still pending, in addition to 69 utility model patents and 44 design registrations.



4.4 Product compliance and safety

The Group pays the utmost attention to the quality and safety of its products by guaranteeing compliance with current standards and regulations.

Product certifications are a fundamental element of the Group's policies. **Our constant investment in dedicated resources also enables stringent compliance with sustainability regulations and practices, such as RoHS and REACH, in line with the high standards applied throughout our value chain.** Production process improvements are also constantly promoted to ensure our products maintain a high level of reliability and performance.

Technical and topical committees

Our **technical and topical committees** play an extremely important role in achieving and maintaining compliance with current standards and regulations. These advisory bodies ensure the compliance and monitoring of specific sectors governed by directives, regulations, laws and technical standards that can be applied to the product (technical committees) or organisations (topical committees).

The committees play a fundamental role in mitigating risks and ensuring product and system compliance. They are made up of operators from the various Group companies with specific expertise in the area of the committee in question. In addition to responding to requests for clarification, they provide specific training on all the various directives they are responsible for.

Technical committee areas

ECSR committee	Ensures compliance with the following directives: <ul style="list-style-type: none"> • Electromagnetic compatibility (EMC) - Directive 2014/30/UE • Electrical products safety - Directive 2014/35/EU (LVD) • Radio and telecommunications terminal equipment (R&TTE directive 2014/53/UE) (RED directive) 	Packaging committee	Ensures compliance with Legal Decree no.116/2020 enforcing environmental labelling for packaging (which implements EU Directive 2018/851 on waste and EU Directive 2018/852 on packaging and packaging waste)
Chemicals committee	Ensures compliance with the following directives: <ul style="list-style-type: none"> • Directive 2015/863 (RoHS) • EU regulation 1907/2006 (REACH) • EU regulation 2019/1021 (REACH) • VOC directive 2004/42/EU - SCIP database • TSCA PBT regulation 	Dual use committee	Ensures compliance with regulation 2021/821
Conflict minerals committee	Ensures compliance with USA federal law Dodd-Franck and EU regulation 2017/821	Machinery directive committee	Ensures compliance with Directive 2006/42/UE + Machine regulation 2023/1230
Batteries and accumulators committee	Ensures compliance with Directive 2006/66/UE	Equipment for explosive atmospheres (ATEX) committee	Ensures compliance with Directive 2014/34/UE
Dual use committee	Ensures compliance with regulation 2021/821	Pressure Equipment (PED) committee	Ensures compliance with Directive 2014/68/UE
		Waste electric and electronic equipment (WEEE) committee	Ensures compliance with Directive 2012/19/UE (RAEE2)
		Origin of goods (Made In) committee	Ensures compliance with EU regulation 2013/952
		Cyber Resilience Act (CRA) committee	Ensures compliance with the Cyber Resilience Act regulation (proposed)

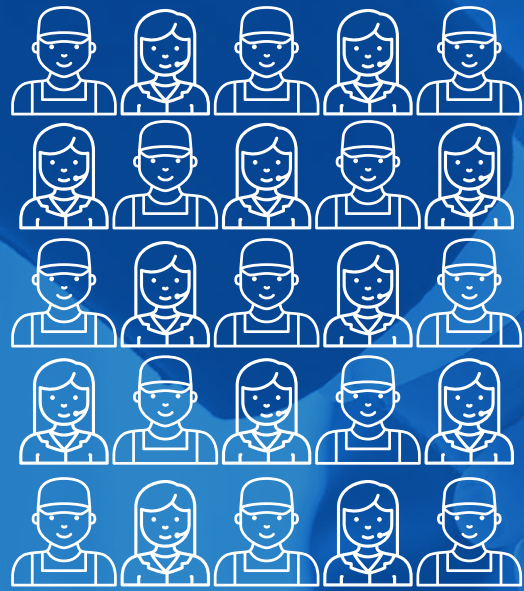
Topical committee areas

ESG committee	Responsible for overseeing environmental, social and governance sustainability initiatives.	Brexit committee	This focuses on the implications of the UK's exit from the EU for our business operations. Its responsibilities include: <ul style="list-style-type: none"> • Analysing the impact of Brexit on supply chains and business operations. • Developing strategies to mitigate risks and exploit opportunities arising from Brexit. • Coordinating with partners and customers in the UK and EU to ensure business continuity. • Updating company policies and procedures to comply with new post-Brexit regulatory requirements.
Privacy committee	Ensures compliance with personal data protection regulations, including the GDPR. Its responsibilities include: <ul style="list-style-type: none"> • Implementing and updating privacy policies. • Monitoring compliance with data protection laws. • Managing data access requests and the rights of the parties affected. • Training employees and raising their awareness about data management best practices. 		

Declarations of the validity for each Directive or Regulation (the specific Committee is responsible for) are available on the website



CUSTOMER FOCUS



404
After-sales
and customer
service staff



90
Tradeshows



800
CRM licences

GRI 416-2

5.1 Customer focus and service sustainability

Customer focus is a key element that guides our actions. The Group's goal is to continuously improve customer satisfaction and consolidate their trust in our products

and services. Our customer care is shown through the impeccable attention we pay to the services we offer and their role in constructing lasting, sustainable relationships.

Marposs Care: Customer service

Over the years, the Group has increased its after-sales services through the 'Marposs Care' project that seeks to optimise the quality and productivity of the equipment supplied and guarantee continuous performance and maximum efficiency. The services offered include preventive maintenance, calibration services, technical training and process improvement. All these are aimed at making the equipment more durable, impacting safety and the environment in a positive way and extending the life of Marposs products.

Our after-sales service stands out for its ability to respond to the long-term maintenance needs of our equipment. The Group dedicates a significant amount of resources to this sector,

employing 404 operators and technicians, specifically committed to the customer service process. Our expert teams ensure that all maintenance and support resources are readily available to guarantee the operational continuity of installed equipment and ensure availability and reliability over the years.

The continuous training of our employees also allows us to maintain and perfect the skills required to support customers effectively.

Through constant investment in training and development, we ensure that every team member has the expertise required to respond to customers' technical and operational needs and increase customer satisfaction.

Service sustainability

Marposs launched its Smart Glasses



project to generate a significant change in customer assistance thanks to augmented reality. **Smart Glasses is a significant step towards the sustainability goals the Group has set itself.**

Another project replaces printed manuals with interactive video tutorials, to make interventions smarter and more timely. This innovation will drastically reduce the use of paper in maintenance and service processes, provide rapid access to necessary instructions, and improve the efficiency and accuracy of interventions. The project will not only modernise our approach to maintenance, it will also **have an important positive impact on the environment.**



C-Energy

A module of the C-THRU4.0 Industry 4.0 suite, the C-Energy product has been developed to respond to the market needs of managing, monitoring, optimising and reducing energy consumption. **By combining a series of measuring elements to be placed in all our production sites (for production and ancillary machines), this product measures and analyses energy consumption.**

C-ENERGY is also installed in the machines in the Marposs workshop and has already given rise to technical improvements that have led to energy savings



5.2 Marketing strategy

Given that digital is now a crucial part of all our communication strategies, **the Group pursues an online-offline plan to present and promote its solutions**, as this focuses on both emerging and established markets. High-quality content, social coverage and media presence are the cornerstones of our omni-channel integration strategy.

Our adoption of Customer Relationship Management in recent years emphasizes our commitment to a structure that puts the customer at the centre. This advanced system allows us to offer a highly efficient and personalised service that ensures all our customer interactions are tracked and optimised.

Our brand strategy seeks to create an image of the Group as a single entity, even if it is made up of several companies that have joined it over the years. This centralised approach improves our consistency and effectiveness, and ensures that our brand message is unique and uniform right across the globe.

Digital strategy

To pursue its digital strategy goals, **the Group is active on all main social media, including LinkedIn, Instagram, Facebook and X (formerly Twitter).** More specifically, it has decided to invest in LinkedIn and Google as its main tools for raising brand awareness and generating leads through the promotion of material dedicated to new strategic markets in various countries. In the past year, activity on LinkedIn has led to an increase of over 15% in followers.

Our website remains an integral part of our digital strategy, too, as it is an essential asset for presenting the Group and its products. **In 2023 the Marposs website generated a global average of 600 contacts per month.**

Events and tradeshows

Tradeshows are a fundamental part of our integrated communication strategy as they provide an opportunity for direct contact with customers and prospects. **Every year, the Group takes part in approximately 90 tradeshows worldwide.** This capillary presence allows us to present our latest innovations and understand the needs of the market through direct exchanges with sector players. Tradeshows are also a valuable opportunity for securing new partnerships and expanding our network of contacts at an international level.

In recent years the Group has focused its participation on events related to the sustainable mobility, energy and semiconductor sectors, in line with market trends and its commitment to innovation and sustainability.

Marposs continues to attend exhibitions traditionally linked to the machine tool sector, too, which bears witness to its solid expertise in this field.

Using digital twins to reduce CO₂ emissions

Our virtual showroom, opened in 2020 following the travel restrictions imposed by the global pandemic, showcases the key applications the Group supplies to e-mobility players. This prompt digital response to the problem of mobility caused by the pandemic enabled the company to present its product portfolio in a comprehensive way even if they were not all physically present. Today, it is constantly updated with the latest innovations presented to the market and it registers 3,500 visits annually.

In the past year, we have also successfully launched three digital twins of our products.

Digital twins are digital reconstructions of a product that are fully navigable in every part, and on which individual tests can be faithfully reproduced through dedicated animations. These three digital twins were taken to 15 international tradeshows. And reached customers in 7 different countries: China, Germany, India, Italy, Mexico, Spain and the United States. This innovative tool, currently used by 50 sales team members worldwide, has proven to be a powerful ally in reducing our environmental impact. Applied to sectors as diverse as e-mobility, HVAC and mechanical components, **digital twins have enabled Marposs to create numerous virtual demonstrations and presentations. This avoids travelling thousands of kilometres and consequently saves the transport-related CO₂.** Looking to the future, the company plans to further expand the use of digital twins, and increase their integration in sales and service processes to offer customers an even more

personalised and sustainable experience.

CRM

The Group has adopted Microsoft Dynamics 365 as its customer management tool. The growing complexity of today's markets, together with the increase in products and solutions the Group offers, has made it necessary to adopt a data-driven sales model, as opposed to the more traditional, experience and intuition-based approach. This means making information always directly available to our various stakeholders, with the aim of optimising our sales process and ensuring its customer focus. **Thanks to our CRM, interaction with the customer is tracked from the very first contact stages, right through the customer journey, including the after-sales service phase.**



GRI 418-1

5.3 Privacy and cybersecurity



Group IT infrastructure standardisation



Cybersecurity and IT system monitoring (24/7)



Marposs Digital Grid

Today, privacy and cybersecurity are complex challenges that we pay careful attention to, given the massive information flows that are managed in our relations with customers, employees, suppliers and, more generally, third parties. The Group's commitment to complying with the highest industry standards is concrete and continuously growing.

Starting from our headquarters, numerous measures have been implemented to guarantee data cybersecurity. This includes personal data collected through our websites and digital platforms.

Browsing data, that is collected automatically when the corporate website is accessed, is processed exclusively for the purposes of optimising browsing management and to protect the information stored, in accordance with current legal regulations. Even if this data is not used to identify users, it can be analysed in the event of computer crime to determine eventual liability, in line with the GDPR (General Data Protection Regulation, no. 2016/679).

A number of privacy requirements have also been fulfilled in compliance with the GDPR, such as obtaining consent for data collection

and processing, protecting personal data, the exercise of rights and reporting data breaches.

A project is currently being implemented within the Group to standardise IT infrastructures (networks and communications, servers and storage) and technological tools to guarantee the security of our IT systems and data. Particular care has been taken over the integration of corporate systems belonging to recently acquired companies to ensure they are effectively and seamlessly aligned with existing corporate policies. At the same time, the second phase of our multi-year programme for mitigating cybersecurity risks, described below, was launched.

The progress we have achieved and all the potential targets reached in the various IT infrastructure and cybersecurity sectors are the result of our ongoing commitment to innovation and security that is helping us consolidate our leading position in the panorama of global technology.

Cyber risk mitigation programme

To address the growing threats to cybersecurity, a five-year programme has been launched to mitigate physical and cyber risks, including the implementation of an Information

Security Group governance system, training courses aimed at raising awareness of cyber risks and an incident response plan.

Thanks to specific technological and organisational choices, our company systems are constantly monitored (24/7) to identify and quickly respond to eventual threats.

Through this programme, Marposs demonstrates its commitment to protecting information and ensuring the resilience of its operations.

MAINDO platform

The **Marposs Digital Grid**, the infrastructure the MAINDO digital platform is based on, is currently under construction.

MAINDO helps customers achieve total quality by increasing their potential to

generate information for optimising the production process

Adopting a holistic approach to data management, MAINDO combines machine parameters, environmental parameters, inspection results and information from continuous improvement processes. This allows performance and prediction indicators to be developed and is therefore an ideal implementation of Industry 4.0 principles.

MAINDO is designed to guarantee data protection and integrity by ensuring that the information collected is processed in compliance with the highest security standards and current regulations, including GDPR requirements, thanks also to our Marposs Digital Grid infrastructure.

TRACEABILITY IN THE SUPPLY CHAIN



GRI 204-1

6.1 Responsible procurement

In today's changed and complex geopolitical scenario, where the role of the supply chain has become increasingly central, **the Group is committed to adopting measures to reduce its dependence on specific supply chains, particularly with regard to electronic components in order to ensure greater resilience and sustainability in its operations.** Marposs has introduced responsible supply chain management to ensure that suppliers

follow effective environmental, social and economic governance practices. A sustainable supply chain increases customer trust, reduces the company's environmental footprint, improves business resilience and transparency and ensures compliance with laws, regulations and international principles for sustainable conduct throughout the supply chain.

Suppliers code of conduct

Recipients and scope of application

Operating responsibly and transparently towards all stakeholders is extremely important in the context the Group operates in. This means recognising that to achieve our sustainability goals we need the cooperation and involvement of the entire value chain.

Principles of company ethics

In the light of this vision, and inspired by the principles expressed in our Code of Ethics, we have issued **our Responsible Procurement Policy. This indicates that a responsible search for materials, goods and services can be achieved by selecting items that have the same technical performance as well as a positive impact on the environment and people.** The utmost attention is paid to analysing and checking that the health and safety of people and ecosystems is protected, while also ensuring compliance with standards regarding health and safety in the workplace and human and workers' rights. There is also a continual focus on raising suppliers' awareness of the importance of conducting their activities in a sustainable manner, and encouraging them to constantly improve their social and environmental performance.

Labour and human rights

Environmental responsibility and ecosystem protection

Training

Application method

Testing and monitoring activities

Non-conformity management

Acceptance form

We are aware of the human, social and political costs caused by the illicit trading of minerals from conflict areas. Even if the Group is not subject to restrictive regulatory requirements, it is committed to monitoring and controlling its supply chain to ensure that its suppliers comply with responsible

procurement principles. This commitment follows the guidelines set out in our Responsible Procurement Policy and ensures that suppliers do not use minerals from high-risk areas. It also enforces constant supply chain monitoring to ensure these commitments are complied with.

Learn more about the Marposs Group's policy on illicit mineral trading



6.2 Supplier selection and assessment process

All suppliers are required to provide the documentation that demonstrates their compliance with relevant environmental legislation. This documentation may include protocols, international conventions and standards of various levels (state, federal, national and supranational) that regulate the handling, treatment, use and transport of chemicals, both metal and mineral.

The principles expressed in our Responsible Procurement Policy are integrated in our procurement process, especially with regard to the Suppliers Code of Conduct and ESG Questionnaire that Marposs requires new suppliers to complete before entering any business relationship.

The Code of Conduct is sent to all suppliers and proof of acceptance must be given by filling in and returning the form. The aim of the Code of Conduct is to help recipients make informed and responsible choices with regard to the environment, society and the workers engaged throughout the supply chain.

The information questionnaire is designed to assess potential new suppliers of all kinds of supplies, and is specifically structured to collect information on environmental, safety and administrative topics. Suppliers are also obliged to sign a declaration of compliance with relevant regulations. This ensures that they comply with all the standards required to ensure the sustainable and ethical management of their activities.

SOCIAL RESPONSIBILITY



3,453

Employees
at a global
level



29,339

Training hours
supplied



89.95%

Permanent contracts

GRI 2-7, 2-8, 401-1

7.1 The Group's people

People are the heart of Marposs. Their journey begins with training and active engagement, which are considered fundamental for empowering and developing the skills of all Group members. **The Group invests in a development process that helps its people grow. This is in line with its corporate culture and commitment to creating economic and social value.**

We believe that our focus on offering a comfortable, welcoming work environment, equipped with appropriate tools and characterised by a positive human atmosphere that facilitates performance, exchanges, comparisons and collaboration, is fundamental. Company policies and internal regulations guide

the development of the entire organisation, ensuring sustainable, harmonious growth.

The Group seeks to constantly innovate processes and initiatives related to employees' welfare, well-being and the development of their potential. Through a careful assessment of emerging needs, we implement solutions to improve well-being and productivity, while ensuring that our policies for developing people's potential are always at the forefront. We also strive constantly to create an inclusive, sustainable working environment that supports personal and professional fulfilment and fosters the evolution of employees' skills.

Recruitment and people management

The Group's commitment starts with its personnel selection process and continues with the

person's integration and growth through professional development policies. These include training from onboarding onwards and the promotion of each individual's special qualities. All of this is part of a broader process of managing people's professional careers.

The initiatives launched throughout the year demonstrate our constant commitment

to attracting, retaining and enhancing our personnel. This year, once again, a recruitment day was organised at the Marposs headquarters in Bentivoglio in collaboration with the University of Bologna.

Marposs collaborations

The Group places special emphasis on the development and engagement of its people and it

recognises the value of initiatives that link together the academic and corporate worlds and promote the growth of in-house skills.

We will continue to take part in the "UniBo" and "UniFe" Career Day and to carry forward our customary interaction with local universities and high schools that includes the offer of internships. These initiatives will continue to help meet the Group's need to find qualified and skilled personnel.

This year, the **Soft Skills Training Lab**, the three-

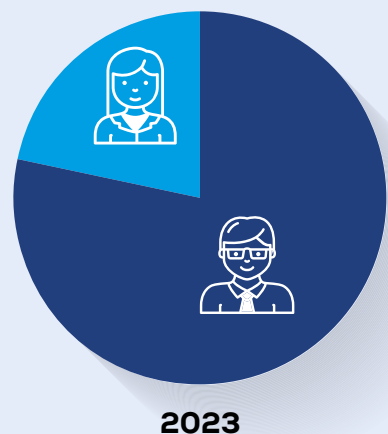
year master's course dedicated to transversal competencies will come to an end. This initiative has involved approximately 50 people learning the 10 skills the Group considers to be the basis of its value and conduct structure. This final year will focus on Decision-Making, Negotiation, Innovation and Leadership.

GRI 2-7

Temporary/Permanent contracts by gender

	2023		TOTAL NO. OF CONTRACTS
	permanent contracts	temporary contracts	
MEN	2,464	244	2,708
WOMEN	642	103	745
TOTAL	3,106	347	3,453

	2022		TOTAL NO. OF CONTRACTS
	permanent contracts	temporary contracts	
MEN	2,445	265	2,710
WOMEN	629	91	720
TOTAL	3,074	356	3,430



Employees divided by type of contract and gender

	2023		TOTAL NO. OF CONTRACTS
	Full-time	Part-time	
MEN	2,607	101	2,708
WOMEN	601	144	745
TOTAL	3,208	245	3,453

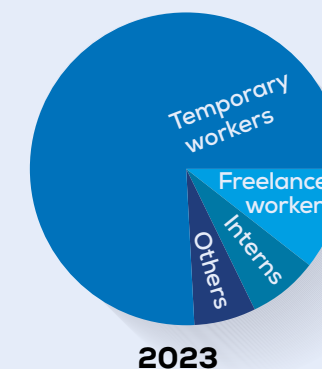
	2022		TOTAL NO. OF CONTRACTS
	Full-time	Part-time	
MEN	2,599	111	2,710
WOMEN	571	149	720
TOTAL	3,170	260	3,430



GRI 2-8

Workers not permanently employed

	2023	2022
Temporary workers	133	116
Freelance workers	11	9
Interns	13	15
Other workers	18	15
TOTAL	175	155



GRI 401-1

Incoming and outgoing employees by age group

	2023		2022	
	INCOMING	OUTGOING	INCOMING	OUTGOING
UNDER 30	83	53	137	66
30-50 YEARS OLD	129	94	108	103
OVER 50	47	89	41	77



Incoming and outgoing employees by gender

	2023		2022	
	INCOMING	OUTGOING	INCOMING	OUTGOING
MEN	182	184	230	195
WOMEN	77	52	56	51
TOTAL	259	236	286	246

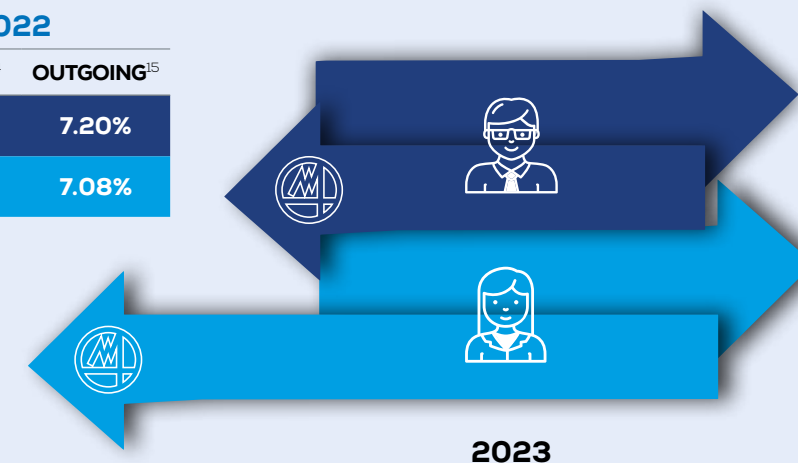


TURNOVER

	2023		2022	
	INCOMING ¹⁴	OUTGOING ¹⁵	INCOMING ¹⁴	OUTGOING ¹⁵
MEN	6.72%	6.79%	8.49%	7.20%
WOMEN	10.34%	6.98%	7.78%	7.08%

¹⁴ The incoming turnover is calculated as the percentage of employees recruited compared to the total number of employees in the year (by gender)

¹⁵ The outgoing turnover is calculated as the percentage of employees who left compared to the total number of employees in the year (by gender)



GRI 404-1

7.2 Training and skill development

The Marposs Group is firmly convinced that enhancing and developing talent are crucial to the growth of the company.

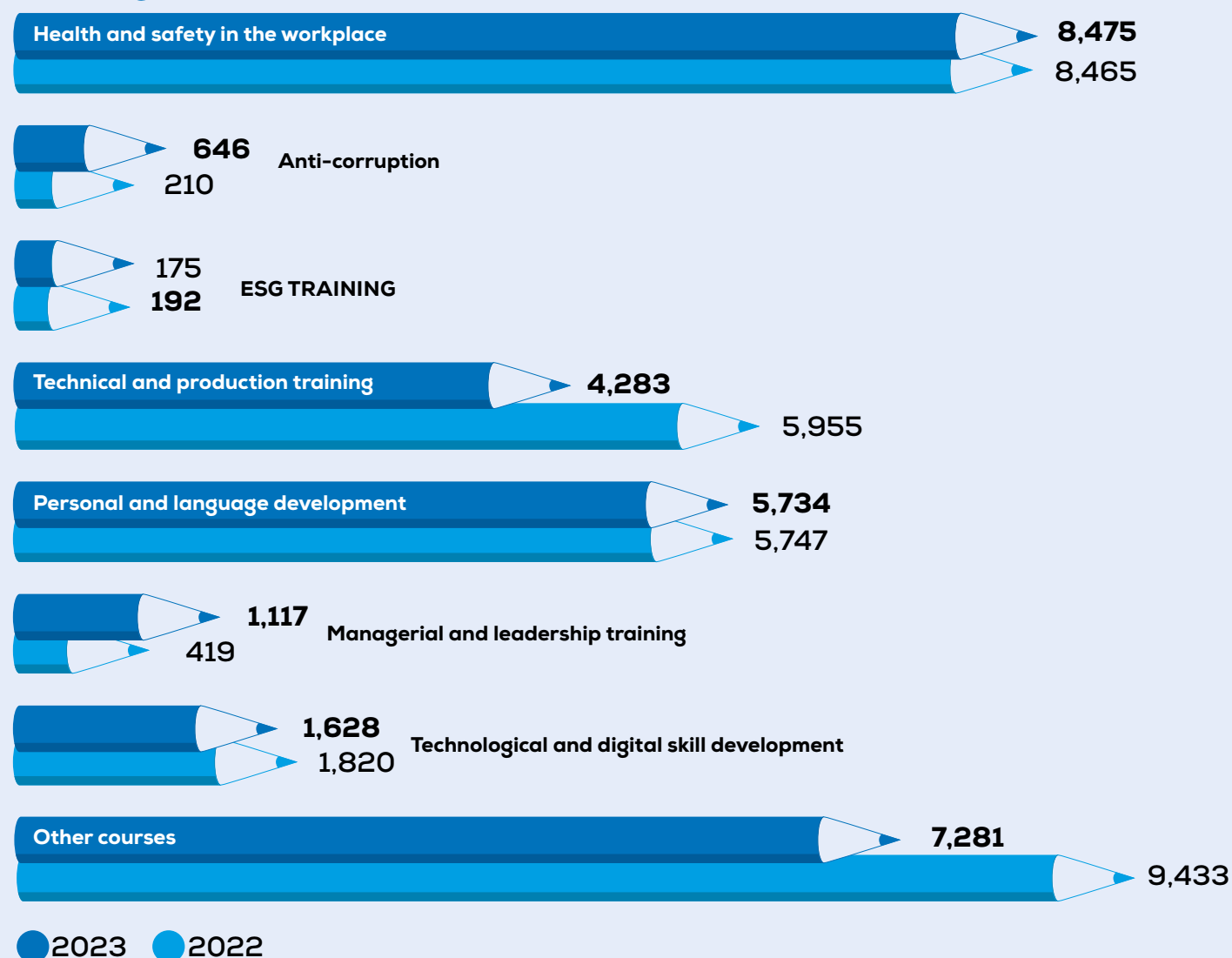
This is why it promotes human capital development and training initiatives through technical and managerial training courses in a continuous and structured manner.

More specifically, during the recruitment phase, the various company functions work together to plan and provide newly hired personnel with all the courses required for correct onboarding. These include courses that are legally compulsory and recommended for certain roles (recommended training courses), and there is a special focus on training for young people.

Training areas

The number of training hours for each different type of course provided by the Group in the years 2023 and 2022 is shown below.

Training hours supplied, divided by type of course



Health and safety in the workplace



Training in health and safety practices, the use of Personal Protective Equipment, emergency management and accident prevention.

In 2023, Marposs launched several training initiatives aimed at in-house personnel. More specifically:

Health and safety training: to fulfil legal obligations in compliance with the State-Regions Agreement on Safety in the Workplace, this mandatory training course involved both newly recruited staff and existing personnel in the form of refresher training.

Anti-corruption



Courses in raising awareness of anti-corruption laws, corrupt behaviour identification and whistleblowing.

Onboarding: courses were planned and given to newly recruited staff in the onboarding phase according to their role. Particular attention was dedicated to external and internal training for newly recruited staff with an apprenticeship contract.

ESG training



Courses in social and environmental sustainability.

Soft Skills Training Lab: a Master's course dedicated to transversal skills that began in February 2022 for 50 people and continued in 2023, its second year, by broadening three special skills: Building positive working relationships, Commitment and Accountability.

Technical and production training



Specific technical and production skill development, including new technologies and production processes

Technical training: our mechanical designers attended courses in CAD design systems and Product Lifecycle Management (PLM), when the software versions used in the company were updated.

Personal and language development



Foreign language, effective communication, time management and personal development training

ERP_SAP Master's course: a special project was launched that combines training with our search for professional profiles, through a full-time learning experience lasting 5 months. This aims to provide specialised training for 14 candidates, who having been trained will then be hired in our Central Information Systems Department in the role of SAP Functional Specialists.

Managerial and leadership training



Management and leadership skill development, including human resources, conflict management and strategic planning

Other types of course: MS Excel and English language courses were also organised. Specific training courses for the production environment were also held, including Understanding Mechanical Drawings, Laser Welding and Automated Device Maintenance.

Technological and digital skills



Courses in software, IT, cybersecurity and new technologies.

GRI 404-1

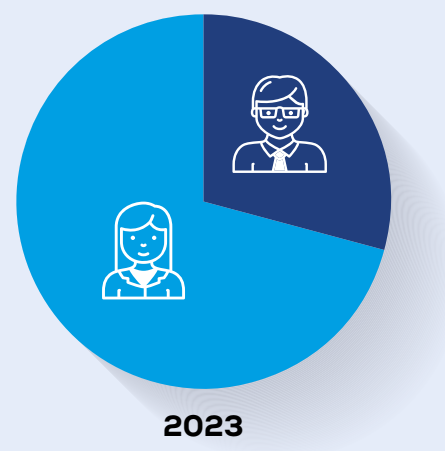
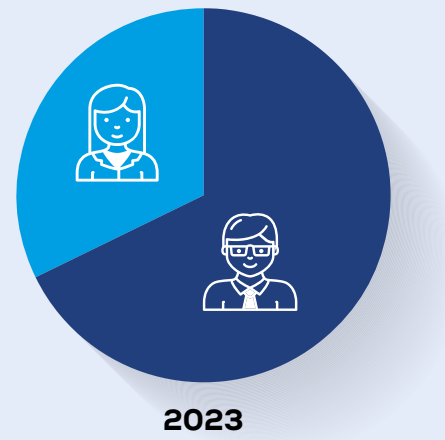
Training hours supplied

2023				
	Executives and managers	White collar workers	Blue collar workers	TOTAL BY GENDER
MEN	966	10,511	8,456	19,933
WOMEN	274	3,227	5,906	9,407
TOTAL BY ROLE	1,240	13,738	14,362	29,340
2022				
	Executives and managers	White collar workers	Blue collar workers	TOTAL BY GENDER
MEN	2,127	8,080	11,710	21,917
WOMEN	555	2,159	7,611	10,325
TOTAL BY ROLE	2,682	10,239	19,321	32,242

Average training hours¹⁶

2023				
	Executives and managers	White collar workers	Blue collar workers	TOTAL BY GENDER
MEN	4	6	12	7
WOMEN	12	6	35	13
TOTAL BY ROLE	5	6	16	8
2022				
	Executives and managers	White collar workers	Blue collar workers	TOTAL BY GENDER
MEN	10	5	15	8
WOMEN	29	4	47	14
TOTAL BY ROLE	11	5	21	9

¹⁶ The calculation is made by dividing the total training hours supplied for each category and gender by the number of employees belonging to that specific category and gender. In the same way, the overall totals are determined by dividing the total training hours by the total number of employees.



GRI 405-1; 405-2

7.3 Respect for diversity and protection of human rights

The Marposs Group promotes respect for labour and workers by combating all forms of discrimination and promoting fundamental human rights, in line with the principles of the United Nations (UN) Universal Declaration of Human Rights. Respect for diversity and inclusion, sustained in both our Code of Ethics and Human Rights and Work Conditions Policy, are core Group values as well as continuous improvement targets.

The Group see its employees and co-workers as people, rather than resources. The creation of a stimulating, inclusive environment, where everyone is encouraged to put their skills, talents and curiosity into play, is therefore of primary

importance. Our aim is to foster a corporate culture based on fairness and inclusion, where every individual can feel appreciated, empowered and free to express their potential.

The Marposs Group is committed to preventing any form of discrimination and physical, psychological or verbal abuse in the work environment.

These principles also apply to subcontractors operating in company premises.

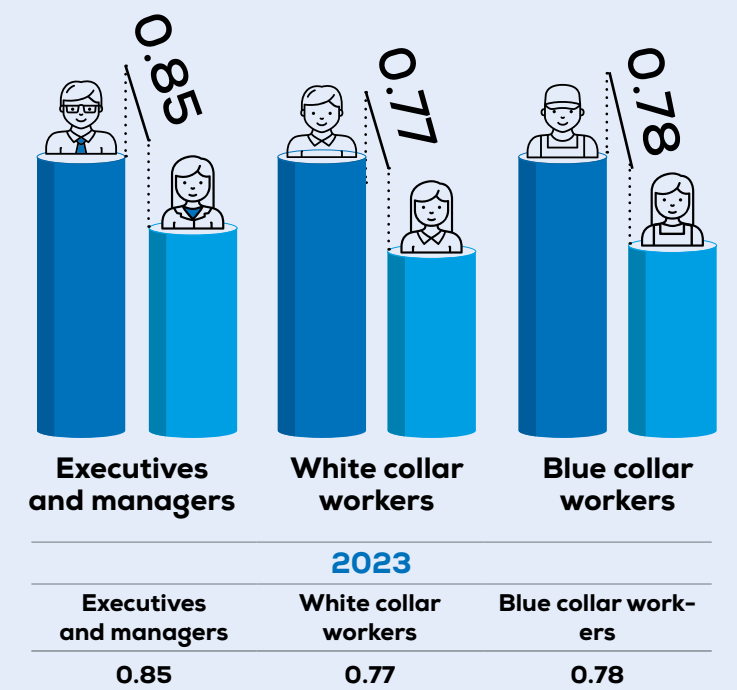


Commitment to transparency

The Group is committed to promoting gender equity with a particular focus on the Gender Pay Gap. This indicator, which highlights the percentage difference between the average pay of women and men in the same job category, is a sign of transparency towards all stakeholders and an integral part of our efforts to achieve pay equity.

Recognising the importance of variables such as experience and seniority, the Group actively values individual skills by promoting substantive equality and respect for the dignity of every individual. Our internal policies and adherence to global principles, like those defined in the United Nations Universal Declaration of Human Rights, sustain this commitment. Through these actions, the Group commits to removing economic and social obstacles that limit individual freedom, ensuring that respect for workers remains a central priority.

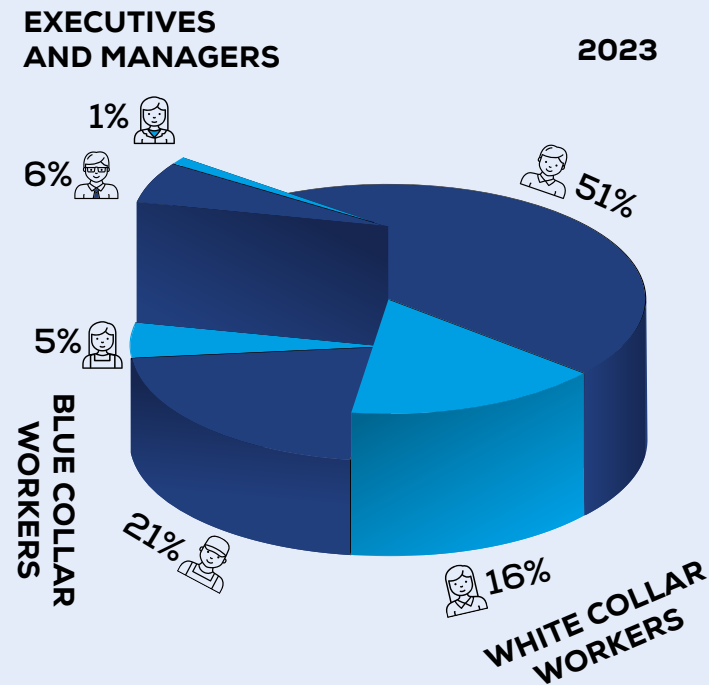
Gender Pay Gap by Category¹⁷ in 2023



¹⁷ The gender pay gap has been calculated as the ratio of the average Gross Annual Salary of female employees to the average Gross Annual Salary of male employees.

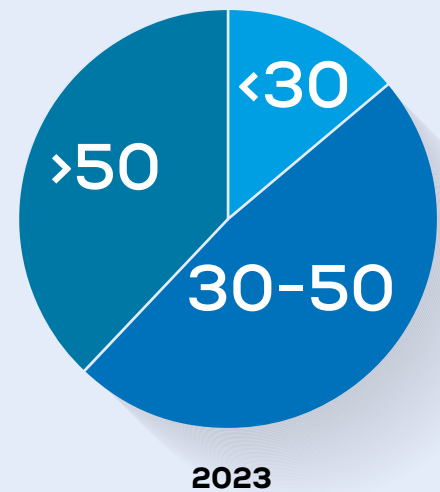
Number of employees by category and gender

	2023		2022	
	Number	%	Number	%
EXECUTIVES AND MANAGERS	245	7	239	7
men	222	6	221	6
women	23	1	18	1
WHITE COLLAR WORKERS	2,327	67	2,263	66
men	1,774	51	1,721	50
women	553	16	542	16
BLUE COLLAR WORKERS	881	26	928	27
men	712	21	768	22
women	169	5	160	5
TOTAL	3,453	100	3,430	100



Number of employees by category and age group

	2023		2022	
	Number	%	Number	%
UNDER 30	482	14	452	13
Executives and managers	1	0	1	0
White collar workers	317	9	273	8
Blue collar workers	164	5	178	5
30-50	1,672	48	1,637	48
Executives and managers	74	2	73	2
White collar workers	1,166	34	1,136	33
Blue collar workers	432	12	428	13
OVER 50	1,299	38	1,341	39
Executives and managers	170	5	165	5
White collar workers	844	25	854	25
Blue collar workers	285	8	322	9
TOTAL	3,453	100	3,430	100



GRI 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-9

7.4 Health and safety in the workplace

Protecting health and safety in the workplace has always been a central issue for the Marposs Group. **All Marposs work groups are constantly engaged in assessing and introducing new measures to improve safety standards, with the aim of minimizing the risk of potential accidents and injuries in the workplace, and reducing the likelihood of physical and psychological hardship.**

in the goals of our Health and Safety in the Workplace Policy, which aims to prevent accidents and minimise risks. In 2023, we provided 8,475 hours of health and safety training (8,465 in 2022), equal to 29% of the total training provided globally.

This widespread commitment is stipulated

Risk Prevention

guaranteeing and improving safety in the workplace, **Marposs regularly updates its Workers' Health and Safety Risk Assessment documents.** This process is fundamental to its prevention and protection strategy



As part of its continuous commitment to and is conducted with the utmost attention to the priority of emerging needs.

Employees;

	2023	2022
Number of accidents at work	38	21
Accidents at work with serious consequences ¹⁸	0	0
Number of deaths at work	0	0
Number of hours worked	5,528,284	5,445,648
Accidents at work frequency rate ¹⁹	6.9	3.9
Rate of accidents at work with serious consequences	0	0

External workers

	2023	2022
Number of accidents at work	1	2
Accidents at work with serious consequences ¹⁸	0	0
Number of deaths at work	0	0
Number of hours worked	273,892	239,518
Accidents at work frequency rate ¹⁹	3.7	8.4
Rate of accidents at work with serious consequences	0	0

¹⁸ Accidents at work with serious consequences are accidents that result in death or an injury from which the worker cannot recover, does not recover or where it is unrealistic to expect them to make a full recovery to their state of health prior to the accident within six months.

¹⁹ The "Recordable accident at work frequency rate" is calculated by applying the following formula to a base of 1,000,000 hours worked: (Total recordable accidents at work / hours worked) x 1,000,000

7.5 Community engagement

In recent years, Marposs has introduced a new set of welfare initiatives aimed at improving the quality of life of its employees and promoting well-being in the community where it operates.

This reflects the company's commitment to the well-being of its workers and their families.



Services for people and families

One of the key innovations is **the option for employees to enjoy a remote working day**. This offers greater flexibility and helps them balance their work, family and personal commitments more effectively.

The measures aimed at employees' families also include:



- offering employees who take **optional parental leave** in the first six years of their child's life, a wage supplement from the company of 30%, in addition to the 30% already provided by the National Social Security Institute (INPS). This measure seeks to **reduce economic difficulties during leave periods and support families during the first years of their children's lives**;



- covering the enrolment costs of **summer camps for children** between the ages of six and twelve, for a period of one to two weeks and up to a maximum of fifty children. This benefit helps families during the summer and provides children with an opportunity for recreation and education.

Supporting the national health service



It is also important to note that Marposs employees have the opportunity to start **fundraising campaigns to support research and the national health service**. Employees can, in fact, voluntarily donate the economic equivalent of one hour of their work and the Company will contribute an equivalent sum.

These initiatives are a significant step towards creating a more inclusive and sustainable working environment. They also strengthen the bond between the company and its employees and demonstrate its firm commitment to the well-being of individuals and the community.

7.6 External initiatives, memberships and associations

Bologna Festival



Marposs has confirmed its commitment to supporting culture and the arts through its membership of the Bologna Festival, one of the most prestigious events in the Italian music scene. This festival, renowned for its excellence and the variety of its musical events, which range from classical music to jazz, offers a unique platform for internationally acclaimed artists and young talents. By contributing to this festival, **Marposs promotes musical culture and strengthens its ties with the local community by demonstrating the importance the Group puts on supporting initiatives that enrich the social and cultural fabric of the city of Bologna**.

Avis



The Group's collaboration with AVIS (Association of Voluntary Italian Blood Donors) is shown in its support for local blood donation initiatives. **Marposs promotes participation in donation days among its employees**, thereby highlighting its active role in supporting practices that have a positive impact on people's health and well-being.

MUS-E Italy ETS foundation



The foundation's mission is to combat educational poverty through art by providing free art courses in schools. **Marposs supports the MUS-E Italy foundation**, which operates on a national scale but is part of a larger European project that uses art as a tool for children's social integration and personal development.

Sportfund



Marposs has shown its commitment to supporting social and community development through its membership of Sportfund, an organisation that promotes sport as a tool for personal growth and social integration. Through this collaboration, **Marposs helps finance sports programmes aimed especially at young people in less fortunate circumstances**. This includes contributing to the construction of facilities and providing the equipment required for physical activity.

La Mongolfiera odv

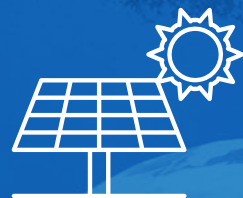


Marposs also supports the La Mongolfiera odv association, a volunteer organisation that seeks to recognise, promote and enhance a culture of welcome, disability and life. The association focuses on people and ensuring their complete dignity, from the moment of conception and regardless of their psycho-physical state of health or eventual impairment.

ENVIRONMENTAL RESPONSIBILITY



10.2%
of
consumption
self-produced
from
renewable
sources



926 kW_p
Bentivoglio HQ
Photovoltaic
System Power
(under completion)



-31%
Water
consumption
compared
to 2022

8.1 Environmental Responsibility

Find out more



Businesses are key players in the development and implementation of solutions to global environmental challenges and our Group is firmly committed to making a tangible contribution to the challenge of climate change.

Fully aware of the possibility that the climate emergency may threaten the business continuity of industrial and global companies, the Group is facing this crisis with a proactive strategy. Growing concerns about worsening climate conditions and their effects on water, air and biodiversity has reinforced its determination to turn these challenges into opportunities for improvement.

Our Environmental Policy seeks to drive a significant shift towards climate neutrality through its commitment to reducing our carbon footprint in all aspects of our operations. Climate change requires a concerted and global response that, in the case of the Group, includes designing products and processes that minimise CO₂ emissions, reducing the carbon footprint of our production and logistics facilities and adopting strategies to offset residual impacts.

We view this challenge as an opportunity to make our company more agile and ready to create the future of mobility by ensuring freedom of movement with less or no carbon footprint. The Group is also committed to integrating climate change concerns in its decision-making processes and developing a holistic strategy that covers the entire value chain in order to significantly reduce greenhouse gas emissions.

In pursuing these objectives, the Group emphasises the importance of raising awareness of climate change at an individual and collective level, and encourages the active and informed participation of all employees and stakeholders.

This commitment is reflected in training and awareness-raising initiatives that enrich our people with the skills needed to navigate and thrive in a changing landscape.

8.2 Our Environmental Management System

Find out more



The Group is firmly committed to the constant pursuit of environmental sustainability through management systems that emphasise the continuous improvement of environmental performance, not only at its sites, but also in supplier processes. This ensures compliance with environmental standards a particular focus on atmospheric emissions, waste management and water discharges.

Marposs' Integrated Management System complies fully with the requirements stipulated in the UNI EN ISO 9001 quality standard, the UNI EN ISO 14001 environment standard and the ISO 45001 standard for health and safety in the workplace.

This demonstrates the Group's continuous commitment to elevating performance and reliability in every aspect of its operations.

Energy consumption reduction initiatives

In 2023, the Group introduced a number of initiatives to improve energy efficiency, reduce the environmental impact of its operations and promote the adoption of good practices aimed at boosting sustainability awareness. This is a significant step in the pursuit of a corporate strategy to achieve sustainability and energy efficiency through more efficient and enduring practices and technologies.

One of the most important actions was replacing the lighting system in the entire Marposs site with LED solutions. This has brought greater light efficiency and reduced energy consumption, which has been further boosted by the purchase of more energy-

efficient production equipment, and a general process of renewal in this area.

Measures designed to optimise the use of energy resources during the summer months are also due to be introduced.

These include switching off post-heating and replacing energy-obsolete equipment. Plans have also been made to install adjustable electric boilers in the metrology room and executive offices. These are designed to adapt to the specific thermal requirements of these areas and make a significant contribution to cutting energy consumption.

Sustainability incentive system

The Group advocates the responsible use of resources with its employees through promotion and awareness-raising initiatives.

From 2017 onwards, bonuses have been presented within Marposs for Combined Water and Energy Use (WEUI indicator) performance. This is part of our strategy to promote energy and water consumption reduction. This indicator is used to stimulate sustainable conduct as it monitors employees' environmental performance and rewards it by linking part of the bonus to the reductions in resource consumption they have made.

In general, the benefits of all the initiatives undertaken are already visible. Electricity consumption at the Marposs site has dropped by 6% (compared to 2022) and our aim now is to extend these improvements to the remaining Group sites.



Home-work travel plan

The Group is working actively on several initiatives to optimise the mobility of its employees and reduce the environmental impact of their travel.

These include activating at Marposs a Home-Work Travel Plan that seeks to implement carpooling systems managed by a specifically appointed Mobility Manager. New solutions, including extending agreements with public transport services and promoting the use of bicycles through the 'Bike to Work' programme, are also being evaluated to promote sustainable transport. Our option of smart working one day a week also plays an important role in this, as it impacts positively on our atmospheric emissions by reducing commutes.



Treedom

One Group company has already supported the Treedom project by gifting its employees a cocoa tree. **To date, there are already 175 trees in Cameroon (equal to the absorption of 8250kg of CO₂eq).**

These trees absorb the carbon dioxide produced by factories, heating systems and cars, clean the air of harmful particles and gases, provide local communities with food, energy and income, offer homes to 80% of land animal species and reduce hydro-geological instability. All of which are essential requirements for preserving and protecting biodiversity.



Membership of the Consorzio Esperienza

Energia

As part of our commitment to sustainability and efficient energy resource management, the Group's Italian companies work together with the Consorzio Esperienza Energia (CEE or Energy Experience Consortium). Since 1999, CEE has provided energy management support to companies through specialised services that include consultancy on energy cost and consumption optimisation. Thanks to this partnership, we benefit from strategic support on electricity and natural gas purchases, as well as detailed analyses of energy use that allow us to identify and implement measures for optimising consumption. This partnership not only simplifies the bureaucratic and administrative complexities of energy management, it also allows us to join a network of companies committed to reducing their energy footprint and promoting sustainable practices.

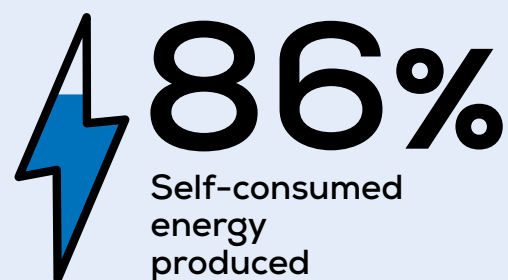


Renewable energy sources

The Group is committed to purchasing and self-producing forms of renewable energy to significantly reduce its greenhouse gas emissions. The Group uses multiple renewable energy sources. These include solar energy from photovoltaic systems installed at various sites in Italy and China that maximise the production of clean energy, wind power and hydroelectric power at our sites in Sweden and Switzerland respectively and geothermal and district heating at sites located in Italy.

Marposs site photovoltaic system

In 2023, work began on the photovoltaic system at the Marposs site. The numbers here are important: **1720 double-sided photovoltaic panels covering an area of 4,500 square metres, reach a capacity of 926 KWp²⁰, by optimising the use of solar energy.** At least 86% of the energy produced will be self-consumed directly by our headquarters, significantly improving the company's energy independence.



²⁰ KWp is the maximum electrical power the photovoltaic system can produce under standard temperature conditions of 25 °C and incident solar radiation of 1000 Watt/m².

Geothermal system

Installed in one of the Group's Italian companies, this sustainable heating and cooling solution exploits the constant temperatures of the subsoil to create an efficient heat exchange. **As well as significantly reducing air-conditioning consumption, this system also reduces the building's energy footprint,** which impacts positively on the quality of the area and groundwater replenishment.

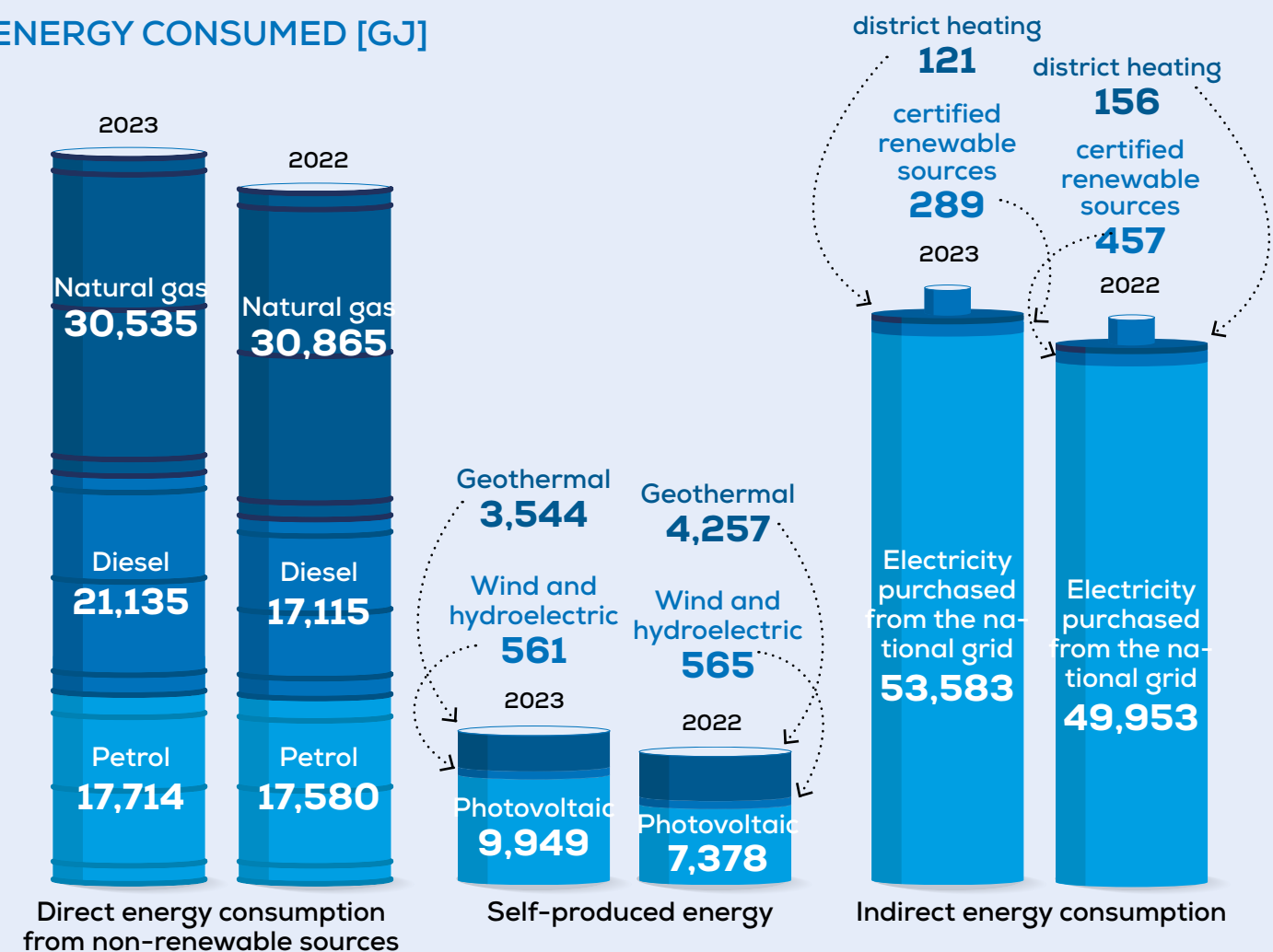
GRI 302-1

Energy consumption

The Group's direct consumption in 2023 amounted to 69,384 GJ, while its indirect consumption was 53,994 GJ.



ENERGY CONSUMED [GJ]



GRI 305-1, 305-2

8.3 Greenhouse gas emissions

The Group's direct and indirect emissions

The Group is committed to reducing both its direct and indirect greenhouse gas emissions and is planning targeted activities to achieve this goal. More specifically, initiatives have been planned to improve staff mobility and reduce methane gas consumption, two key areas for achieving our sustainability goals.

These actions are part of a **strategy that seeks to reduce the Group's environmental impact and ensure corporate practices are in line with the most stringent environmental standards by keeping emissions well below the limits stipulated.**

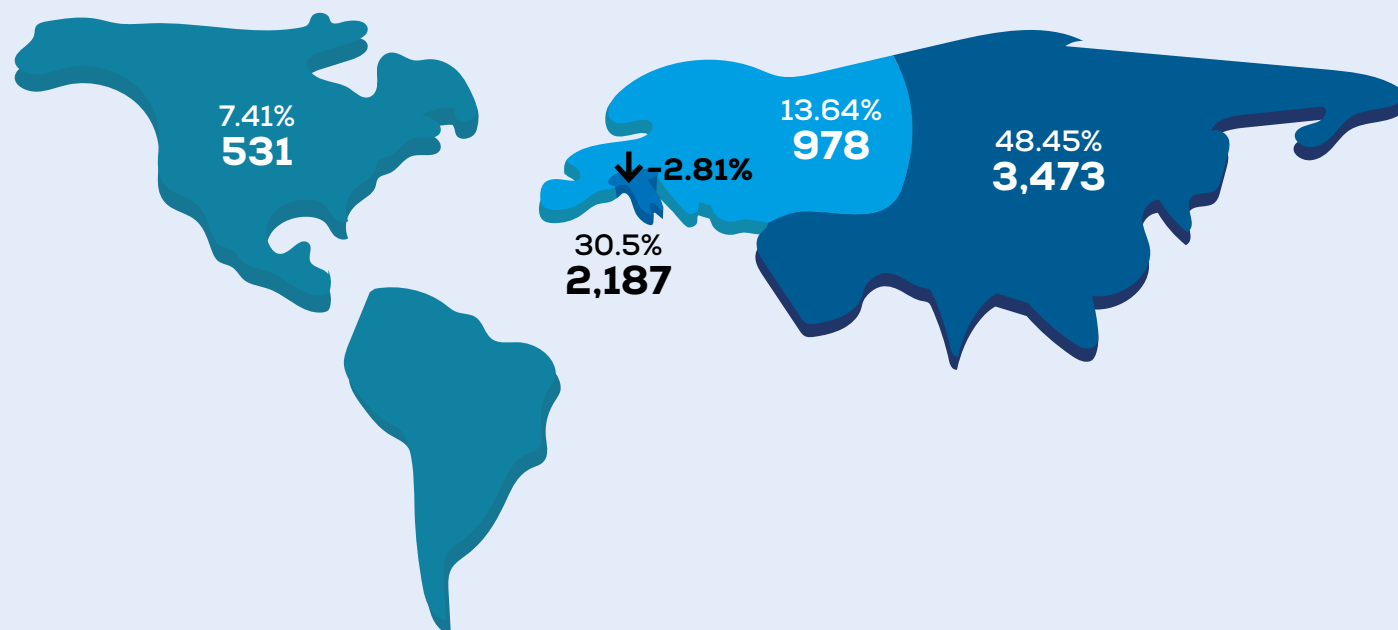
The management and monitoring of atmospheric emissions are integrated in our environmental management system. This ensures that each site adopts effective measures for limiting harmful emissions, including those that are not stringently regulated, with an ongoing commitment to improving abatement technologies and monitoring the environmental impacts of its activities.

Monitoring emissions

The Group is expanding its commitment to environmental sustainability by initiating the monitoring of 'Scope 3' greenhouse gas emissions related to its value chain. This initiative is in addition to the "Scope 1" direct and "Scope 2" indirect emission tracking already in place. In the coming years, we plan to progressively intensify this monitoring, which is part of a systematic approach that will allow us to identify critical areas precisely and develop targeted actions in order to significantly reduce emissions throughout the value chain.

Emissions per geographical area Scope 2 Location based [tCO₂eq]

	2023		2022	
Italy	2,187	30.50%	2,197	33.31%
Rest of Europe	978	13.64%	729	11.05%
Asia	3,473	48.45%	3,147	47.72%
America	531	7.41%	522	7.91%



GHG emissions [tCO₂eq]

	2023	2022
Direct emissions (Scope 1) ²¹	4,550	4,265
Indirect emissions (Scope 2) ²¹		
Location-based approach ²²	7,169	6,595
Market-based approach ²³	8,351	7,844

The sources for the emission factors used to calculate the direct emissions are from DEFRA 2023

²² Location-based: the emissions are based on the average energy mix of the local electricity grid where the company operates. The sources for the emission factors used to calculate the location-based emissions are ISPRA 2023 for Italy and TERNA 2019 for the rest of the world.

²³ Market-based: the emissions are based on the company's energy procurement choices made via specific supply contracts. The sources for the emission factors used to calculate the market-based emissions are from AIB European Residual Mixes, 2022.

GRI 306-1, 306-2, 306-3, 306-4, 306-5

8.4 Efficient waste management



The Group's commitment to waste management and the adoption of circular economy principles is focused on strategies that minimise environmental impact. This commitment is reinforced by our Environmental Policy, which encourages the adoption of responsible and innovative practices for waste reuse and recycling and circular economy practices.

We promote the use of recycled materials and the reduction of the materials we use. We also actively seek solutions for optimising our packaging, which we see not only as product protection but a fundamental part of the product's lifecycle. Adopting sustainable materials and reducing plastics are commitments to increasing sustainability, limiting the consumption of natural resources, reducing transport-related emissions and promoting a holistic approach to sustainability and the circular economy.

Marposs has intensified its research and implementation of initiatives to promote the use of recycled materials and reduce the volume of packaging materials. This commitment is part of a broader approach that values sustainable packaging, and sees it not only as product protection, but a vital element in the entire production cycle that

has a significant impact on the environment.

Thanks to ongoing research into advanced and innovative sensors, our aim is to optimise the use of raw materials and reduce waste during customer production processes. Through initiatives that value raw materials and maximise waste and scrap recovery in all processes, we want to promote sustainable production cycles, especially in the battery and electric motor production markets.

This commitment is reflected in transversal spheres. For key products, **a project will be launched for calculating their Product Carbon Footprint (PCF).** This will feature a detailed assessment of their overall characteristics in terms of environmental impact and the identification of further areas for improvement and reducing ecological footprint.

Special waste management Material transportation

The Group is committed to managing hazardous waste responsibly.

Marposs partners with the ERION Consortium for the management of waste from electronic equipment. This guarantees compliance with the regulations that require producers to organize and finance the collection and recycling of electronic waste, batteries and accumulators. Through annual monitoring activities, the Group ensures transparency and compliance with legal obligations, thereby helping to reinforce its image as a responsible and environmentally aware company.

At the same time, in line with the WEEE directive 2012/19/UE (RAEE2), the relevant Technical Committee supports Product Managers and Designers by updating Bills of Materials, defining products and coordinating activities to include information on WEEE applicability in the weight and product categorisation.

These practices are conducted across the Group to facilitate compliance with environmental regulations and contribute to more effective and informed resource management.



In addition to these commitments, specific measures have also been adopted in the Group to ensure the **safe transport of lithium cells and batteries, in compliance with the international and national regulations stipulated by the UN.** The policies issued for the Group encourage close cooperation with suppliers to obtain the necessary documentation and ensure the safe transport of these materials throughout the value chain. They also promote cooperation with customers and suppliers in sharing relevant information and documentation when requested in order to ensure that every aspect of lithium battery transportation is managed with the utmost attention to safety and in compliance with the relevant regulations.

At the Group's production sites, actions have been implemented to improve operational efficiency, the environment and operators' safety.

One significant example is the introduction at Marposs of reusable technical cloths, which has tangible benefits on circular economy initiatives and has contributed to the reduction of special waste (EER code 150202*). These initiatives demonstrate our commitment to reducing the environmental impact of our operations while also having a positive impact on efficiency and safety in the workplace.

Waste by type and method of disposal [t]

	2023	
Non-hazardous waste	3,920	82%
of which are disposed	264	7%
of which are recovered	3,656	93%
Hazardous waste	862	18%
of which are disposed	812	94%
of which are recovered	51	6%
TOTAL	4,782	

GRI 303-1, 303-2, 303-5

8.5 Responsible water consumption



The Group is aware of the vital importance of water resources and therefore adopts a strategic and responsible approach to their management. This commitment reflects the company's environmental policy by highlighting its focus on a sustainable and informed use of water.

By adopting closed or recirculating hydraulic circuit systems for new systems and machines, it aims to maximise water efficiency and significantly reduce overall water consumption.

Three main water sources are used at Marposs: an artesian well for toilets with non-drinking water, cooling and fire-fighting emergencies; drinking water from the local water network used for sanitary purposes; and water taken from the Emiliano Romagnolo canal for irrigating the company's green areas. This diversified use of water resources ensures that drinking water is only used where strictly necessary.

Discharge Management

Marposs has had an Integrated System of Phytodepuration (I.S.P.) installed since the 1990s (the first in Italy for a company), which in 1995 received an Environmental Award from the Emilia-Romagna Regional Authorities.

I.S.P. is a mixed biotechnology, in which classic purification treatments are integrated with phytodepuration and lagooning systems. This can be applied to companies like Marposs where the wastewater has characteristics similar to urban wastewater. The system has a potential equivalent to 1,000 inhabitants.

Water consumption (ML= MEGALITRES)

	2023	2022
Surface water	13	15
Groundwater	17	38
Water network	22	23
Total water consumption	53	77
Water consumption in water-stressed areas²⁴	37	61

²⁴ Water-stressed areas are identified using the Aqueduct - Water Risk Atlas database, developed by the World Resources Institute (WRI). This tool analyses risks related to the global availability and management of water resources, considering various factors such as water scarcity, demand, and the impact of climate change.

The use of water resources in processing

The Group's production cycles require minimum use of water resources and the production processes are designed with the utmost

attention to possible impacts. Most of the water is used for sanitary purposes.

8.6 Safeguarding the environment

In the context of growing global commitment to the environment, the Group is actively engaged in protecting ecosystems through a series of initiatives.

The main sources of potential soil contamination in relation to the Group's production activities are its under- and above-ground tanks, storage areas, and temporary waste deposits. All these are subject to periodic maintenance to ensure their good condition and safety and, where necessary, preventive measures have been introduced, including the installation of containment tanks and preventive checks.

Our Bentivoglio, Calvignasco and Cornate d'Adda sites are specific examples of this policy. They are all equipped with containment tanks and/or dedicated areas for the safe management of chemical agents and waste. **These measures help protect biodiversity in the surrounding areas and demonstrate the effectiveness of the strategies adopted.**

Marposs has updated its procedures for the management of chemical agents to improve their effectiveness and reduce the use of regulated chemicals. The results underline the effectiveness of the Group's new operating practices and the optimisation of its storage processes.

The Group is also committed to minimising the environmental impact of its operations by closely monitoring the noise emissions of its sites and keeping noise levels low, especially in urban or sensitive areas.

These collective endeavours are reflected in the Group's concrete commitment to being a harmonious part of a global landscape that demands an increasing focus on the protection of its ecosystems.



GRI 2-2, 2-3

NOTE ON METHODOLOGY

Operating on a global scale involves accepting important responsibilities towards both the environment and people. The following document is therefore designed to be the key guideline for all our sustainable initiatives and projects and to reinforce the sense of pride in being a member of the Marposs Group.

The Group's first Sustainability Report has been drafted with reference to the requirements of the GRI Sustainability Reporting Standards 2021 (hereafter referred to as 'GRI Standards'), according to the option 'with reference to the GRI Standards'. The GRI Standards are the main global reference standards for reporting a company's sustainability performance.

To ensure the reliability of the report, the content and quality principles stipulated in the Global Reporting Initiative have been taken into consideration. These include:

- Comparability,
- Completeness,
- Accuracy,

- Clarity,
- Balance,
- Sustainability context,
- Promptness,
- Verifiability.

Through this Report we wish to communicate and share our corporate performance with regard to the sustainability aspects in the ESG sphere as well as our progress in 2023 and the main goals we have set ourselves for the years to come in order to continue improving our impact and contribution.

The document has been compiled taking into account the sustainability topics considered important for the Group and our stakeholders presented in the materiality analysis (see section 3.1 'Materiality Analysis').

Reporting boundary

The reporting boundary of the

report includes the parent company Marposs S.p.A., with registered office in Via Saliceto 13, 40010 Bentivoglio (BO) Italy, and its fully consolidated companies:

- Aeroel S.r.l.
- Marposs Italia S.p.A.
- Marposs Austria GmbH
- Blulink S.r.l.
- Marposs K.K.
- Marposs Canada Corporation
- Control Gaging Inc.
- Marposs Ltd.
- Marposs Company Limited
- Dittel Messtechnik GmbH
- Marposs Monitoring Solution (MMS)
- Marposs Corporation
- EDC S.r.l.
- Marposs S.p.A.
- Movomatic GmbH
- Elettrosystem S.r.l.
- Marposs S.r.o.
- Movomatic SA
- FL Tool Inc.
- Marposs, S.A.
- Marposs Sas
- Helium Technology S.r.l.
- Marposs, S.A. de C.V.
- Stil SA
- Lehren – Schmalkalden GmbH
- Mesys GmbH
- Tecna SRL
- Marposs (Nanjing) Automation Co. Ltd.
- MG S.p.A.
- Marposs GmbH
- Marposs (Shanghai) Technologies Co.Ltd
- Marposs AB
- Marposs India Pvt. Ltd.

GRI Content Index

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2-2	Entities included in the organisation's sustainability reporting	Note on methodology (page 79)		
2-3	Reporting period, frequency and point of contact	Note on methodology (page 79)		
2-4	Information review	N/A		
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2-8	Workers not permanently employed	The Group's people (page 58)	Principle 6	8, 10
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2-9	Governance structure and composition	Group composition (page 30)		5, 16
2-10	Nomination and selection of the highest governing body	The governance bodies (page 30)		5, 16
2-11	President of the highest governing body	The governance bodies (page 30)		16
2-12	Role of the highest governing body in impact management control	The governance bodies (pag. 30)		
2-13	Delegation of responsibilities for impact management	The governance bodies (page 30)		
2-14	Role of the highest governing body in sustainability reporting	The governance bodies (page 30)		
2-15	Conflicts of interest	Board members do not hold other significant roles in other companies potentially in conflict with the business of the Marposs Group		
2-16	Communication of critical issues	The governance bodies (page 30).		
2-22	Sustainable development strategy statement	Ethics and integrity in the Group business model (page 26)		
2-23	Policy Commitment	Ethics and integrity in the Group business model (page 26)	Principle 10	16
2-24	Integration of impacts in terms of policy	Ethics and integrity in the Group business model (page 26)		
2-25	Processes aimed at remedying negative impacts	Ethics and integrity in the Group business model (page 26)		
2-26	Mechanisms for requesting clarification and raising concerns	Ethics and integrity in the Group business model (page 26)	Principle 10	16
2-27	Compliance with laws and regulations	No recorded instances of non-compliance with laws and regulations	Principles 7, 8	16
2-28	Membership of associations	Membership of associations (page 39)		

GRI ID	INFORMATION	REFERENCE	UN GLOBAL COMPACT	SDGS
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205-3	Verified incidents of corruption and actions taken	Anti-corruption (page 28)	Principle 10	16
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306-5	Waste destined for disposal	Efficient waste management (page 75)	Principle 8	11,12

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303-2	Management of water discharge-related impacts	Responsible water consumption (page 77)	Principles 7, 8	6
303-5	Water consumption	Responsible water consumption (page 77)	Principles 7, 8	6

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403-2	Hazard identification, risk assessment and accident investigation	Health and safety in the workplace (page 65)	Principles 1, 2	3, 8
403-3	Occupational health services	Health and safety in the workplace (page 65)	Principles 1, 2	3, 8
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MARPOSS