

# El.En. Group

## Consolidated Sustainability Statement 2025

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Pursuant to Italian Legislative Decree n. 125 of 2024

# **CONSOLIDATED SUSTAINABILITY STATEMENT AS AT 31 DECEMBER 2025**

This document has been translated into English for the convenience of readers who do not understand Italian. The original Italian document should be considered the authoritative version. The financial statements constitute a non-official version which is not compliant with the provisions of the Commission Delegated Regulation (EU) 2019/815

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# 1. GENERAL INFORMATION

## 1. Criteria for drafting

### BP 1 - General basis for preparation of sustainability statements

This document constitutes the consolidated sustainability statement (referred to hereafter also as "Report" or "Sustainability Report") of the companies belonging to the industrial group consisting of El.En. S.p.A. (also the "Parent Company") and its subsidiaries (also the "El.En. Group" or the "Group"). This Consolidated Sustainability Statement of the El.En. Group. has been prepared in accordance with the ESRS standards.

The statement includes, to the extent necessary to ensure an understanding of the company's activity, its performance, its results and the impacts generated, the risks and opportunities related to the relevant sustainability topics envisaged by Articles 3 and 4 of It. Legislative Decree 254/16 in light of the amendments introduced by Directive (EU) 2022/2464 of 14 December 2022 ("Corporate Sustainability Reporting Directive" or "CSRD") with reference to the 2025 financial year (from 1 January to 31 December) and by It. Legislative Decree no. 125 of 6 September 2024, transposing the CSRD into Italian law (hereinafter also the "Decree"). This sustainability disclosure prepared by the El.En. Group. was drawn up in accordance with the provisions of the Decree and the disclosure requirements of Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 (hereinafter also referred to as the "Taxonomy Regulation").

The reporting and drafting of this document involved functions across all areas in which the Group operates, centrally coordinated by a dedicated project working group.

The scope of the data and information is the same as in the consolidated financial report. The scope of the social and environmental data and information submitted refers to El.En. S.p.A. and the companies consolidated on a line-by-line basis in the consolidated financial report. For an overview of the Group, please refer to the diagram in the 2025 Management Report.

Below are the changes to the scope of consolidation compared to last year.

In January 2025, the subsidiary Cutlite Penta acquired 51% of the company Nexam Srl and during the year it acquired 100% of Cutlite Penta Iberica and established the companies Cutlite Poland and Cutlite Deutschland, of which it owns 100%. Also during 2025, the subsidiary Lasit S.p.A. established the company Lasit Laser France and holds a 60% stake in it.

In February 2025 the El.En. Group sold a stake of approximately 46% of its Japanese subsidiary WithUs, which is therefore no longer included in the scope of consolidation.

The agreement for the divestment of a 59,18% interest in Penta Laser Zhejiang Co., Ltd., the parent company of the Chinese laser cutting business unit, to YOFC became effective in July 2025. In the previous year, the existence of a sale agreement meant that the Group's consolidated financial statement as at 31 December 2024 was prepared in accordance with IFRS 5, with income statement and balance sheet items for assets held for sale presented as single line items.

In this document, only the Turnover table (templates, Art. 8 of the Taxonomy Regulation) relating to the 2025 financial year reports data at Group level, net of the Chinese consolidation. This approach was adopted for consistency with the consolidated financial statement, where the revenues of Chinese companies are reported in accordance with IFRS 5 and, therefore, separated from the remaining revenues. Conversely, the Capex and Opex tables, as well as all the tables in the sustainability statement, show the results of the Group as a whole, including the Chinese companies, for the first six months of 2025, given that the sale took place on 15 July 2025. The 2024 sustainability statement comparative tables show the Group's data including the Chinese companies for the entire year; therefore, the variations compared to 2025 are mainly attributable to the six-month difference resulting from the sale.

It should be noted that, once more regarding 2025, no operational control was identified for any of the consolidated companies under the Shareholders' equity method.

The information and data shown refer to the year 2025 (1 January 2025 to 31 December 2025). In order to make it possible to compare the data over time, a comparison has been reported with data for the year 2024 and in some cases the years 2023 and 2022 (which is the baseline for emission reduction targets). Any restatements of previously published comparative data are clearly indicated as such.

The frequency of non-financial information reporting and the publication of the consolidated sustainability reporting was set on an annual basis: this 2025 version was approved by the Board of Directors of El.En. S.p.A. on 13 March 2026.

During 2025, the El.En. Group reassessed and confirmed the double materiality analysis conducted in 2024 in accordance with the ESRS standards. The activity led to a thorough evaluation of the impacts, risks, and opportunities associated with the Group's value chain, both upstream and downstream. This process made it possible to identify and update the areas of greatest relevance as well as providing better insights into the interconnections between the Group's business and the stakeholders involved along the entire value chain.

Based on the assessments made, the Group confirmed its plan to reinforce the targets set in previous years, while implementing new monitoring tools to ensure greater control and more effective management of emerging risks and opportunities. Furthermore, mitigation actions already implemented to reduce impacts and risks are verified, and new ones are implemented where necessary, to ensure continuous improvement.

In particular, in light of the new analyses, the Group is taking measures to improve the transparency and traceability of its supplies, strengthen collaborations with strategic partners and mitigate environmental and social impacts along the supply chain. The actions to be taken include, at an upstream level, strengthening ESG criteria in the selection and evaluation of suppliers by more stringently monitoring the environmental and social practices of our main business partners, which can also lead to a reduction in procurement-related indirect emissions, whereas, on a downstream basis, we aim to develop new strategies to promote the circularity and reduction of impacts arising from the use and end-of-life of our products, in line with our corporate sustainability goals. Increasingly embedding the value chain into the reporting system will enable the Group to respond more effectively to new regulatory requirements and strengthen its resilience in the face of future challenges.

The Group has not availed itself of the option to omit classified, sensitive information or any data related to intellectual property, know-how or innovation results. Please also note that there is no information falling under the categories of "information about upcoming developments" or "matters under negotiation", pursuant to Articles 19-bis, paragraph 3 and 29-bis, paragraph 3 of Directive 2013/34/EU.

## **BP 2 - Disclosure in relation to specific circumstances**

Time horizons - The El.En. Group, in drafting the sustainability statement, selected time horizons consistent with the requirements of ESRS 1 section 6.4, adopting as a short-term time horizon the period adopted by the undertaking as the reference period for its financial statements, i.e. one year; as a medium-term time horizon: up to five years after the end of the short-term reference period; as a long-term time horizon, beyond five years.

In order to correctly represent the performance of the El.En. Group, the use of estimates has been limited as much as possible; where used, they are based on the best available methodologies and appropriately reported. There were no quantitative metrics that are subject to a high degree of uncertainty. The metrics referred to in the Sustainability Report were not audited by an external body other than the party issuing the audit report, and where the metrics required currency as the unit of measure, the reference currency of the consolidated financial statements was used. To define the metrics, ESRS-based designations were used.

In line with international guidelines for measuring greenhouse gas emissions, the Group estimated its Scope 3 emissions related to the value chain. This was done in accordance with the provisions of the Greenhouse Gas Protocol (GHG Protocol), one of the most acknowledged standards for measuring and reporting greenhouse gas emissions, the guidelines set out in ESRS 1, which require the inclusion of relevant value chain information when necessary to understand the framework the company is active in, and ESRS E1, which sets forth the reporting requirements of climate change-related disclosures. These estimates are a key step towards aligning with global

sustainability goals and ensuring effective emissions management, with a view to cutting down on the overall carbon footprint. For details about the metrics, the groundwork to prepare them, the level of accuracy and planned improvement actions, please refer to Chapter E 1-6 in the "Environmental Information" section of this document.

Please note that voluntary disclosures were not reported, nor were those for which the phase-in option is available for the first year(s) of reporting, except for ESRS S1-7 and S1-13 standards. It is specified that for 2025 the Group has decided to apply the phase-in relating to the ESRS E4 and S2 standards, in accordance with the provisions of Delegated Regulation (EU) 2025/1416 (so-called Quick Fix).

Regarding information relating to the EU Taxonomy, for the 2025 financial year the El.En Group has availed itself of the option of not resorting to the simplifications introduced by Delegated Regulation (EU) 2026/73 with reference to Regulations (EU) 2021/2178, 2021/2139 and 2023/2486.

## **GOV 1 – The role of the administrative, management and supervisory bodies**

The El.En. Group, listed on the MTA stock market of Borsa Italiana since its inception in 2004, in the Star segment, where the securities of companies meeting specific requirements of excellence in terms of transparency and liquidity are traded.

The model chosen by El.En. is a traditional administration and control system, based on a board of directors (hereinafter also "Board"), in charge of management, strategic planning, implementation of the corporate purpose, and guiding the Company and the Group by pursuing its sustainable success, and a board of statutory auditors ("Board of Statutory Auditors"), responsible for monitoring compliance not only with the law and the company's articles of association ("Articles of Association"), but also with the principles of proper administration and the adequacy of the organisational set-up and internal control system. The other Italian-registered Group companies follow the traditional model and are therefore administered by a Board of Directors or a Sole Director and, where necessary, have a controlling body and are subject to auditing.

The Board of Directors is vested with the broadest powers of ordinary and extraordinary administration for the performance of activities aimed at the pursuit of the corporate purpose, with a view to the creation of long-term value for the benefit of the shareholders and taking into account the interests of other stakeholders relevant to the Issuer. The Board pursues these goals by means of responsible management in line with the economic, social and environmental balances of the business context in which the Group is active. This is achieved by embedding targets geared towards sustainable, lasting success, which take into account the in-house and external settings in which all Group companies work, into the Issuer's and the Group's strategies as well as remuneration policy. The Board plays a primary role in corporate governance. This involves taking up responsibility for the strategic supervision and control of the undertaking's business activities: its core functions include overseeing those processes aimed at identifying, assessing and managing risks, impacts and opportunities that are relevant to the business and stakeholders; through careful, ceaseless monitoring, the Board ensures that the Group works in a responsible and sustainable manner, based on preventing potential critical issues and seizing opportunities for growth, in an ever-changing environment. This supervision encompasses the approval of targeted policies and strategies as well as of the Sustainability Plan; the review of in-house control systems; the endorsement of the double materiality analysis in addition to checking the measures taken to mitigate risks and maximise long-term value for effectiveness. The Board ensures that business decisions are consistent with the goals of sustainability, ethics and transparency, thus contributing to the creation of value for the undertaking and all stakeholders.

The Control and Risk Committee, for transactions with related parties and for sustainability was entrusted with the task of supporting the Board in the analysis of relevant issues: therefore, it plays a key role alongside the Board in investigating and managing strategic sustainability-related issues, with a specific focus on medium to long-term value creation and the Group's sustainable success. Within the scope of its responsibilities, the Committee ensures careful oversight of the processes intended to identify, assess and manage relevant ESG risks, impacts and opportunities, thereby contributing to embedding sustainability principles into corporate strategy.

The new Board of Directors was elected in 2024: at the proposal of the Nominations Committee, the number of directors was confirmed at seven and additions were made to the Composition and Diversity Policy, with particular attention to the qualification of the BoD in the sustainability field. The importance of specific skills in ESG issues, social responsibility, and the ability to integrate sustainability into the company's strategic vision was emphasised. Alongside requirements for independence of thought, integrity, common sense, and sound judgement, the Group prioritises a collaborative mindset and a balanced approach, combined with a deep understanding of ESG principles. These skills may derive from experience gained in governance roles at listed or large companies, from professional and institutional activities, as well as from university teaching in related subjects.

The Governance system chosen by El.En. includes the contribution of the following actors:

**Shareholders' Meeting:** the shareholders' meeting is the corporate body where shareholders participate in the Company's decisions regarding the issues designated as their responsibility by law and the Articles of Association. The Shareholders' Meeting appoints the members of the Board of Directors and of the Board of Statutory Auditors and approves the financial statement.

**Board of Directors:** it is the central body of the Corporate Governance system and performs analysis and sharing tasks in addition to approving the Group's annual budgets and strategic, industrial and financial plans and monitoring their implementation. Appointed by the Shareholders' Meeting, it plays a strategic guiding role and evaluates the adequacy of the implemented Control System. There are no members representing employees and other workers in the Board.

Currently comprising seven members, including five non-executive administrators, three of whom qualify as independent (42,8%) both pursuant to Art. 148, paragraph 3 of the TUF—as referred to by Art. 147-ter, paragraph 4 of the TUF—and Art. 2 of the Code.

**Board of Statutory Auditors:** appointed by the Shareholders' Meeting, the body is responsible for supervising compliance with the law and the Articles of Association, as well as the principles of correct administration. It assesses the adequacy of El.En. S.p.A.'s organisational structure for those areas under its responsibility, alongside the internal control and administrative-accounting systems adopted by the Company and their actual functioning. It also acts as the Internal Control and Audit Committee, with the duties and responsibilities set out in Article 19 of It. Legislative Decree 39/2010. The Board of Statutory Auditors currently in office consists of three statutory auditors and two alternate auditors who meet the requirements of integrity, professionalism and independence.

**Independent Auditor:** it is an external body that is entrusted with the statutory audit of the accounts and with the sustainability reporting and is chosen by the Shareholders' Meeting. The current independent auditor is *EY S.p.A.*

The Board of Directors is responsible, in its mandate and among other things, for the internal system in charge of managing impacts, risks and opportunities, in relation to which it defines its guidelines, while periodically checking fulfilment and actual functioning as well as ensuring that the main Group-related risks are properly identified, measured, monitored and handled. To strengthen sustainability governance, as early as in 2020 the Board of Directors entrusted the Executive Director in charge of the internal control system with devising strategic sustainability guidelines and the Sustainability Plan, besides reviewing the Sustainability Reporting. The board members are all endowed with professionalism and skills appropriate to the tasks entrusted to them. A significant portion (three) of the non-executive administrators (five) are independent; the number and skills of the non-executive board members are such as to ensure that they have significant weight in the adoption of board resolutions and to guarantee effective monitoring of management. One of the non-executive and independent administrators was elected from a minority slate. The Chairman of the Board of Directors (hereinafter also the "Chairman") acts as liaison between the executive and non-executive administrators and ensures the effective functioning of the board proceedings. The Chairman is Managing Director together with the current executive members of the Board and is one of the two founding partners who have been involved in the operational management of El.En. and the Group since 1981. The structure of delegated powers does not result in the exclusive concentration of management offices and powers within the Chairman's role. However, as the Chairman of the administrative body holds significant management powers pursuant to Art. 3,

Recommendation no. 13 of the Corporate Governance Code, an independent administrator was appointed Lead Independent Director on 14 May 2021. This role serves as a point of reference to coordinate the requests and contributions of non-executive administrators—particularly independent ones—and to coordinate meetings held exclusively for independent administrators.

The Lead Independent Director works with the Chairman of the Board of Directors to ensure that information flows to the administrators in a complete and timely manner, as recommended by the Corporate Governance Code. The Chairman takes care and ensures that pre-meeting information flows reach the administrators in a comprehensive and timely manner, as recommended by the Corporate Governance Code.

The members of the Board have extensive experience in the company's core sectors, its main products and the geographical areas in which the Group is active. All members have solid experience in the manufacturing and industrial sectors and, since 2017, have participated in various training sessions on sustainability issues and new regulations. Furthermore, one of the board members holds a role with a specific focus on sustainability. Some members also bring in expertise from previous experience in business consulting, thus enriching the decision-making capacity of the governing body. All of the members of the Board of Directors ensure in-depth knowledge of laser systems and their components, thereby guaranteeing a strategic vision aligned to market needs. Board members have gained significant experience in companies of different sizes, including multinationals, which has allowed them to develop deep insights into the dynamics of international markets. This experience enables them to understand the ins and outs as well as the opportunities of working in diverse geographical contexts. Their expertise is crucial to support company expansion, the management of global challenges and strategic adaptation to the hallmarks of different markets. The diverse and complementary experience of Board members contributes to the creation of value for the company and its stakeholders, supporting sustainable development and long-term competitiveness.

The five non-executive board members, three of whom are independent, are organised into three committees to perform advisory and recommendation functions in support of the Board: Control and Risk, related party transactions and Sustainability Committee, Remuneration Committee, and Nominations Committee.

The Control and risk, related party transactions and sustainability committee, which acquired its current name in 2021, is composed of five non-executive members, three of whom are independent, whereas the remaining two committees are made up of three non-executive members, all of whom are independent. The work of each committee is coordinated by a chairman. Their composition, duties and powers are governed by specific regulations approved by the Board at the time of their establishment and subsequently amended on the basis of the changes required by the Corporate Governance Code.

Regarding sustainability topics and the disclosure of such information in the sustainability report required by It. Legislative Decree no. 125/2024, the “Control and Risk, Related Party Transactions, and Sustainability Committee”—an internal committee established by the Board—has been tasked under its Terms of Reference with assisting the aforementioned Board of Directors. It provides preparatory, advisory, and consultative functions for assessments and decisions concerning sustainability issues related to the company’s operations and its interactions with all stakeholders. Its remit also encompasses corporate social responsibility, the review of scenarios for the strategic plan, Corporate Governance for the Company and the Group, and the identification and management of sustainability-related impacts, risks, and opportunities. At the Board of Directors meeting held on 31 January 2025, the Control and Risk, Related Party Transactions and Sustainability Committee was also entrusted with investigating and assessing the human rights impacts and risks of business activities, so as to meet the minimum guarantees provided for in Article 18 of the European Taxonomy, where it is recommended that these responsibilities be assigned to a specific body or office<sup>1</sup>.

It should be noted that, on 31 January 2025, the Board of Directors of El.En. resolved to appoint the Executive Director responsible for preparing the sustainability statement, in compliance with the provisions of It. Legislative Decree of 6 September 2024, no. 125, which transposes European Directive 2022/2464/EU (Corporate Sustainability Reporting Directive - CSRD), which entered into force on 25 September 2024. The Board of Directors has considered it strategic to designate a figure separate from the Financial Reporting

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<sup>1</sup> These tasks were introduced in Art. 9 (paragraph 9.4.) of the Control and Risk Committee Regulation.

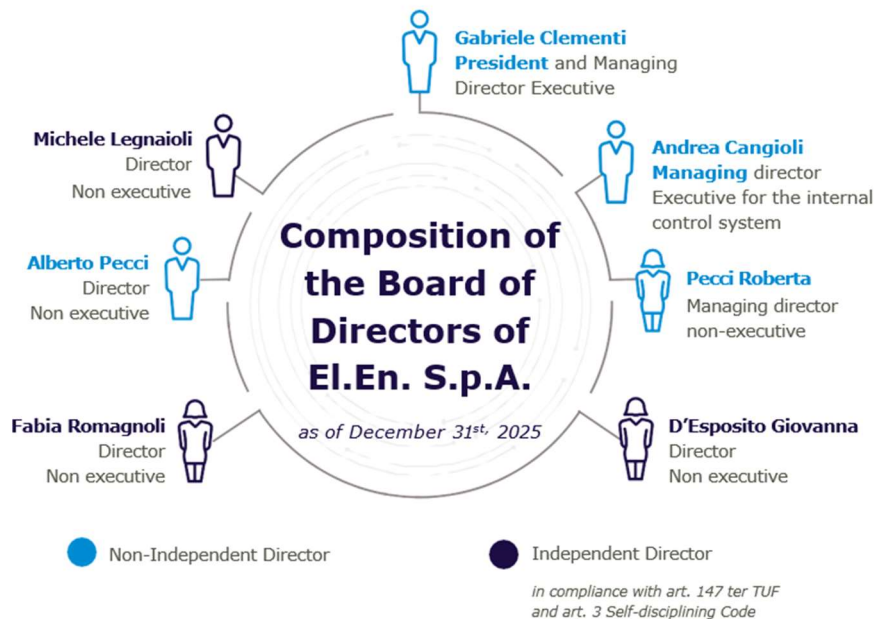
Executive, with a view to strengthening oversight of ESG issues and thus recognising sustainability as a centrepiece of corporate governance. This choice reflects the desire to give greater relevance, autonomy and specialisation to the management of sustainability reporting through the establishment of a targeted department with specific skills and adequate resources. This decision is part of a broader measure aimed at ensuring greater transparency, quality and reliability of non-financial information, in line with market best practices and stakeholder expectations. The creation of a targeted entity will enhance collaboration with the supply chain, improve ESG data collection and analysis, and ensure continuous alignment with regulatory developments and new European reporting standards.

At least every six months, the Control and Risk Committee, related party transactions and sustainability meets with the executive responsible for drafting the sustainability statement. During these meetings, the Committee is updated on the progress of the Sustainability Plan, the implementation of ESG projects launched by the Group, and supply chain monitoring activities. These meetings make it possible to review the status of the initiatives, evaluate progress against objectives, and ensure the integration of ESG issues into the company's strategy. The Committee subsequently reports to the Council on the issues discussed. The Board is therefore involved in and informed about all sustainability activities and analyses.

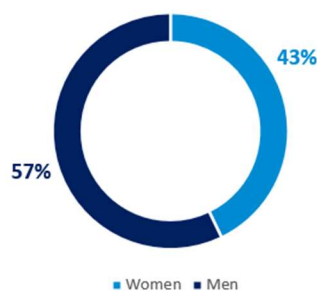
How to manage sustainability impacts, risks and opportunities is scrutinised by the executive in charge of drafting the sustainability statement at least annually. This occurs through in-house checks and procedures, which are increasingly embedded into the company's risk management and compliance processes. The internal control system includes periodic checks both to monitor the effectiveness of sustainability policies and actions, in line with the requirements of the Plan, and to check the data in the sustainability report for accuracy.

In 2025 the Board of Directors of El.En. confirmed its central role in the governance of ESG issues, actively monitoring the double materiality analysis process in compliance with the ESRS standards. Based on the results of the analysis conducted in 2024, an in-depth review was conducted that revealed no significant changes compared to the impacts, risks, and opportunities already identified, confirming the robustness of the previous assessments and keeping the scope of the relevant areas updated along the entire value chain.

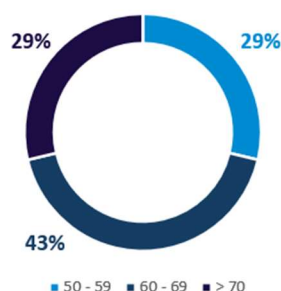
The Board of Directors, already involved in all stages of the process in 2024, continued to oversee the activities in 2025, ensuring a consistent approach to ESG risk management and strategic priority setting.



Directors, divided by gender (%)



Directors, divided by age group (%)



The Board of Directors, with the support of the Control and Risk, Related Party Transactions and Sustainability Committee and the Executive in charge of drafting the sustainability statement, outlines the strategic sustainability goals and monitors their implementation and progress. At least once a year, progress in achieving the targets related to relevant impacts, risks and opportunities is monitored against the Sustainability Plan; the targets are monitored, modified, and new ones are added if necessary. The results are submitted to the Board for it to assess correction and/or improvement actions and develop the company's sustainability strategy.

The Board of Directors and more generally the administrative, management and control bodies have, as a whole, expertise in sustainability matters; this derives both from the presence of figures with previous experience in sustainability and circular economy issues, gained in significant professional and academic contexts. Furthermore, since 2017, the El.En. Group has introduced sustainability; at the same time it has implemented a training programme for members of the Board of Directors and its committees, with a view to ensuring that they are constantly updated on regulatory developments, market trends and best practices in the ESG sphere. The Executive in charge of drafting the sustainability statement carried out this process, providing regular updates to the Board of Directors and paving the way for targeted in-depth discussions. Over the years, the Group has also engaged external experts and consultants to explore specific sustainability topics in greater depth and achieve regulatory compliance. These collaborations support the development of targeted initiatives, ensuring the El.En. Group remains consistently aligned with both regulatory requirements and market demands.

The Board of Directors has sustainability expertise that enables it to steer corporate strategy in managing impacts, risks and opportunities related to key issues such as emissions reduction, climate change, human resources management, workplace health and safety as well as product security. These skills result from the experience gained by the Board members in strategic, regulatory and operational areas, as well as from access to internal documentation, reporting and discussions with the relevant corporate offices. As for emissions reduction and climate change, the Board can assess the impact of business activities by identifying solutions to improve energy efficiency, promoting the use of renewable energy sources and cutting down on the carbon footprint. With regard to human resources management, it proposes policies that foster employee well-being, inclusion and professional development, thereby contributing to a fair and motivating work environment. As concerns health and safety of products, processes and of workplaces, the Board ensures that high standards of quality and safety are provided, thus preventing any risks to workers and consumers. In addition, being able to understand the critical issues related to raw material supply and the efficient use of resources, it is committed to gearing corporate strategy towards sustainable and resilient production models. Thanks to this approach, the El.En. Group ensures sound and effective governance of sustainability issues, ensuring that sustainability is fully embedded into its medium- and long-term strategy.

## **GOV 2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies**

Regarding the periodic information received through a structured reporting and updating process from the administrative, management, and supervisory bodies of the El.En. Group. For sustainability impacts, risks, and opportunities, please refer to the previous paragraphs.

The El.En. Group, has adopted a structured approach to due diligence in sustainability, in accordance with the provisions of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The integration of ESG principles into the governance system makes it possible to identify, prevent and mitigate the negative impacts of corporate activities, as well as to continuously monitor the achievement of sustainability goals. The Board of Directors, jointly with the Control and Risk, Related Party Transactions and Sustainability Committee, performs a strategic oversight task on ESG issues, ensuring the integration of sustainability issues into decision-making processes.

The scope of the risk management system includes all relevant business areas, covering strategic, financial, operational and compliance risks. The risk prioritisation process used is based on an assessment of the inherent risk (calculated as a product of probability and impact to which a 1 to 5 score is assigned) and the effectiveness of the mitigation measures taken. The approach used by the Group ensures that sustainability issues are fully embedded into the corporate risk assessment so that the risks and opportunities identified, and especially those that have emerged as material, are assessed and addressed strategically. This approach helps to make sustainability a core item of corporate risk management, operational mitigation measures and information flow, by proactively involving the relevant in-house offices and governance bodies.

During 2025, the process of consolidating and verifying quantitative sustainability data, although required annually, was carried out on a quarterly basis to ensure more accurate and timely monitoring and to improve the quality and reliability of the data. To this end, targeted resources were allocated to improving sustainability reporting and related in-house control processes. Their task is performing data aggregation and control, through quarterly audits and in some cases *ad hoc* compliance visits at the headquarters of certain subsidiaries, to ensure adequate supervision and compliance with corporate sustainability objectives.

At the same time, data collection improvement projects are carried out at Group companies by expanding in-house procedures (especially with regard to the reporting of data required for the calculation of Scope 3 emissions) and through the use of software tools or their improvement, in particular as concerns the management of human resource data.

To ensure better control and management of ESG risks, the company implemented an alignment of sustainability policies with the company's strategic targets, ensuring consistency with European Taxonomy criteria and industry regulations. The main results obtained during this exercise are reported in the following chapters, within the sections dedicated to “Actions and Objectives” for each ESRS reported; detailed information will be provided regarding the initiatives adopted, the objectives set, the results achieved and the related key performance indicators (KPIs).

For a detailed analysis of the significant impacts, risks and opportunities examined by the administrative, management and control bodies, as well as by the relevant committees during the reporting period, please refer to the double materiality matrix set out in section "IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities" of this document.

This matrix represents the main tool for identifying the most significant sustainability issues that the management, administration and control bodies and their committees have assessed during the reporting period, considering both the size of the impact of the company's activities on the environment and society, and the potential financial effects that these aspects may generate on the business. Indeed, it is only through the constant monitoring of relevant impacts, risks and opportunities that the El.En. Group can ensure an informed decision-making process aligned with its medium- to long-term targets, promoting a transparent and accountable governance model in line with stakeholder expectations and current regulatory provisions.

### **GOV 3 - Integration of sustainability-related performance in incentive schemes**

The Board of Directors, in order to ensure the most comprehensive information and broad transparency on the remuneration due to administrators, has appointed an internal Remuneration Committee since El.En.'s listing.

Said Committee ensures that the remuneration of Administrators and the General manager is defined in such a way as to align their interests with the pursuit of the priority goal of creating value for shareholders in the medium-long term, and that a significant portion of the total remuneration of Board members is linked to the achievement of specific goals, including non-financial, preset and measurable ones.

On the occasion of each approval of the annual draft financial statements, the achievement of the assigned preset goals is assessed and the variable portion of the compensation actually accrued is attributed to the recipients of the incentive remuneration plan, based on the degree of achievement of the assigned goals. The Remuneration Policy for executive administrators and top management defines: a) a balance between the fixed and variable components that is adequate and consistent with the strategic objectives and risk management policy, while still ensuring that the variable component represents a significant portion of the overall remuneration; b) maximum limits on the payment of variable components for executive administrators; c) performance objectives - to which the payment of variable components is linked, which are: (i) predetermined, measurable and significantly linked to a long-term horizon; (ii) consistent with the Issuer's strategic objectives and aimed at promoting its sustainable success, including, where relevant, non-financial parameters.

Variable remuneration paid to both Administrators, including the Chairman, and to the General Manager is subject to a claw-back clause.

The evaluation for the achievement of performance targets takes place: as for the economic-financial goals, based on the annual financial statements data; as for sustainability goals by comparing the assigned goal with what has actually been achieved.

The verification is carried out by the Remuneration Committee and then by the entire Board on the basis of the information flows received from the corporate functions in charge of the sector being evaluated. With regard to sustainability, criteria for the measurability of goals in the following areas were developed by the Committee and then approved by the Board: environment, human rights and corruption, personnel and human resources. The achievement of the assigned quantitative goals is reflected in the evidence published in the annual sustainability report, which is subject to revision. In the Administrators' Remuneration Plan the weight of financial and sustainability objectives is tantamount to 70% and 30%, respectively, always in a perspective of assigning targets that are aimed at pursuing the sustainable success of the Company and the Group. As of 2021, the Remuneration Committee decided to propose to the Board of Directors, which then approved it, a four-year incentive remuneration plan for the General Manager consisting also of sustainability goals, which weigh 30% on total remuneration. Also starting in 2021, the incentive remuneration plan for Administrators and the General Manager provides that 30% of the portion of variable remuneration accrued annually will be paid on a deferred basis at the end of the term of office, possibly re-evaluated on the basis of the performance of the company and the Group.

Starting from the 2025 financial year, the parent company El.En. and some subsidiaries have introduced sustainability-related performance objectives within the variable remuneration (MBO) systems of executives and middle managers, allocating 30% of the overall variable component to these objectives.

MBOs include sustainability objectives differentiated by function and management level, including improving the quality and consistency of reported data flows, advancing supply chain monitoring activities, timely data entry and management within company information systems, and adopting more sustainable packaging solutions. These indicators help guide conduct towards concrete and measurable results, promoting greater accountability with respect to the Group's environmental, social and governance objectives. This strategic choice is a significant step towards promoting a concrete and measurable commitment to sustainability, integrating it as a key element in corporate culture and decision-making processes.

## GOV 4 - Statement on due diligence

The El.En. Group's due diligence process is fully integrated into the corporate strategy and operating model. This approach means that due diligence becomes a structural element of the Group's activities, particularly promoting the identification and management of negative impacts along the value chain.

During the reporting year, El.En. worked out a due diligence process to be applied to suppliers and agents which has been implemented starting in 2025. Entering into a business relationship with any third party, be it a supplier or an agent, may potentially expose the Group to the risk of a breach of regulations and the commission of one or more offences, leading to the initiation of criminal proceedings. In order to mitigate such inherent risks, El.En. has developed the due diligence procedure to be conducted before engaging the potential supplier or agent. Third parties must guarantee the highest standards of ethics and integrity as well as full acceptance of the principles contained in the Group Code of Ethics.

The third-party due diligence process is based on gathering information, analysing the information gathered and processing the results, including the identification of risk situations. This process is structured in three stages:

1. Preliminary risk assessment;
2. Due diligence activities;
3. Ex-post monitoring.

1. The Risk Assessment stage involves the classification of the third party and an assessment activity in order to identify any critical aspects of the counterparty (number of relationships with the counterparty; geographical context of the counterparty; level of dependence on relationships with the counterparty). In order to ensure perfect compliance with the regulations in force and the ethical principles defined in the Code of Ethics, the Group Companies undertake to carry out in-depth analyses in cases of business relations with third parties considered to have high exposure and not to engage in any form of business relations with parties belonging to the highest risk bracket.

2. The due diligence stage is the verification and investigation activity that follows the analyses carried out during the risk assessment: as a result of these activities, the process of screening third parties is launched. The third party screening process includes two types of due diligence whose degree of analytical detail increases in relation to the risk profile identified during the Risk Assessment: 1. Standard Due Diligence: Standard Due Diligence is the first level of due diligence and is triggered by default if the counterparty is found to be a supplier with a "Low" level of exposure. Standard Due Diligence is carried out through acceptance and declaration of compliance with applicable regulations and through acceptance of and adherence to the El.En. Group's Code of Ethics and, when requested, by completing the basic ESG questionnaire. Should the results of the questionnaire reveal risk profiles and/or residual concerns with regard to the risk profile of the third party, the enhanced due diligence level may be activated. 2. Enhanced Due Diligence: it is triggered for suppliers with a "Medium-High" exposure level and for Agents. Enhanced Due Diligence envisages specific checks with regard to third parties with documentary requests. More in-depth investigations may also be provided for if there are suspicions that the counterparty may be at fault. If the findings of enhanced Due Diligence are confirmed and/or critical profiles emerge with respect to the counterparty under analysis, these must be immediately reported to the bodies in charge of receiving the reports and to senior management.

3. The last stage of the process involves the implementation of monitoring activities following the start of the relationship and the relations with third parties. The activities carried out in this stage concern: confirming the accuracy and adequacy of the information provided by the third party, updating the risk assessment related to the third parties involved and the adequacy of any improvement plans implemented.

Evaluating the risks identified through agent and supplier due diligence requires a systematic process of analysis, classification, and management. This approach ensures full regulatory compliance while mitigating potential negative impacts that may arise. This procedure is therefore structured to analyse, document and address the results of the risk assessment, ensuring proactive risk management in the context of due diligence.

After having identified and categorised the possible risks that have emerged, the Group must proceed to the analysis and evaluation of each of them, identifying for each the risk areas and possible sub-categories, and to the prioritisation of risks. For risks with high residual values, the Group will assess where intervention is necessary and assign a priority level: this process involves identifying required corrective actions, relevant personnel, and timelines, and—as a last resort—may lead to the termination of the business relationship. On the other hand, for all other risks considered to be of medium or low level, a periodic audit plan will be put in place to verify the effectiveness of the procedures in place and the controls put in place.

The due diligence activities carried out by El.En. and their location in the Sustainability Statement:

- Integrate mandatory due diligence into governance, strategy and in the business model: please refer to the foregoing (paragraph GOV-4 – Statement on due diligence);
- Involve stakeholders in all key stages of mandatory due diligence: please refer to paragraph SBM 2 - Interests and views of stakeholders;
- Identify and assess the negative impacts: please refer to paragraph IRO 1 - Description of the processes to identify and assess material impacts, risks and opportunities;
- Take action to address the negative impacts: please refer to all thematic chapters;
- Monitor the effectiveness of interventions and communicate: please refer to all thematic chapters;

## **GOV 5 - Risk management and internal controls over sustainability reporting**

The El.En. Group, has set up an internal control system in relation to sustainability reporting with the aim of ensuring the integrity, completeness, reliability and accuracy of sustainability data and information.

As early as the end of 2023, the Group started a path to reinforce, in light of the regulatory obligations introduced by the European Sustainability Reporting Directive (CSRD), its commitment by launching a work plan that would enable it to structure a robust Internal Control System based on the most widely used and globally disseminated reference framework: the *CoSO Framework*, which the Group already uses for internal control over financial processes (Savings Law 262/2005). The *Committee of Sponsoring Organisations of the Treadway Commission* has developed a framework for internal control to be applied to sustainability reporting, based on the same five components as the traditional framework. On 30 March 2023, CoSO published a study providing additional guidance for organisations to achieve effective in-house control over sustainability reporting (ICSR), using COSO's worldwide acknowledged *Internal Control - Integrated Framework* (ICIF) to strengthen confidence in ESG/sustainability reporting, public disclosure and corporate decision-making.

El.En. has defined:

- The development of the Entity Level Controls (ELC) Catalogue for sustainability reporting, integrating existing financial reporting ELCs and identifying the Group's current oversight levels and responsible corporate functions;
- The methodology and criteria for identifying material areas and entities within the Internal Control System underlying sustainability reporting;
- The Scoping process to identify the primary processes (quantitative indicators) and entities to be assessed. This involved: (i) identifying the companies to which the Internal Control System applies, based on an assessment of both quantitative and qualitative factors; (ii) identifying material sustainability information and mapping it to the relevant sustainability processes/indicators;
- A high-level survey (flow maps) was carried out for the parent company El.En.: main flows of collection, transmission, consolidation and reporting of sustainability data as well as identification, for the main processes/indicators of the various macro-areas, of the activities carried out, offices involved, control macro-checks in progress per type, information systems used, in addition to any in-house procedures/documents and aspects for improvement in terms of process flows and/or checks.

Subsequently El.En. launched the analysis and design of the internal control system, which envisaged the following activities:

- Developing the Entity Level Controls (ELC) Catalogue and performing testing for consolidated sustainability reporting;
- Developing Risk and Control Matrices (RCM) and performing testing for the Parent Company and the Group data consolidation process regarding: direct and indirect emissions (Scope 1, Scope 2, and Scope 3), headcount, training, and workplace accidents;
- Developing the IT General Controls (ITGC) matrix and performing testing for the software application used by the HR department.

This El.En. Group's sustainability reporting envisages a structured quarterly reporting process on data received from all subsidiaries. All data are subject to audits, carried out through recalculations and examining the relevant supporting documentation to ensure their accuracy and conformity. Audits are performed on both individual company data and consolidated data, which are subject to spot reconciliations to ensure the reliability and accuracy of the reported information. These procedures reflect the Group's commitment to maintaining high standards of transparency, accuracy and control over the data included in sustainability reporting. During the financial year, the Group identified the main risks relating to the sustainability reporting process: (i) regulatory compliance risks, (ii) risks relating to data completeness and integrity, (iii) risks related to the accuracy of results, (iv) the timelines of information availability. These risks were identified, analysed with the relevant supporting documentation, assessed for each Group company and then prioritised based on severity and probability of occurrence, in order to understand and define the most effective mitigation actions proportionate to the level of risk identified. For each risk identified as significant, mitigation actions were put in place: with regard to regulatory compliance risks also during 2025, we organised meetings with the contact persons of all departments involved in the collection of data and documentation, for all subsidiaries, on how to report and to ensure the correct application of the requirements.

To mitigate risks related to data completeness, integrity, and accuracy, we have enhanced the worksheets and checklists introduced last year, ensuring full coverage of all reporting requirements. Furthermore, we improved data entry within our management systems to increase reliability, defined standardised procedures for collection and archiving, performed numerous spot checks to verify the correctness and completeness of information, and re-verified the calculations and indices used. These efforts are further supported by internal control procedures, verification checks, and the segregation of duties.

Finally, in order to avoid the risk of delays in data collection and thus processing, we have planned a quarterly reporting process and identified persons within each group company who are responsible for sending the data.

The El.En. Group, has therefore adopted a structured approach to integrate risk assessment and internal controls within the sustainability reporting process, ensuring reliability, timeliness and compliance of the information provided. We are aware that we have only just started our journey in sustainability reporting and we want to work to improve further in order to ensure an increasingly robust, reliable and transparent process.

Over the coming years, we will continue to strengthen existing activities by improving process mapping, expanding systematic testing and verification, and consolidating the ongoing internal audit process dedicated to sustainability information. Our goal is to evolve towards a reporting system that is more deeply integrated with operational activities, one that not only meets regulatory requirements but also serves as a genuine tool for management and ESG performance improvement. We will move forward with a continuous improvement mindset, aware that the transparency and reliability of sustainability data are essential to strengthening stakeholder trust and actively contributing to a more sustainable future.

Risk assessment and internal control activities concerning sustainability data are regularly presented to the administrative, management, and supervisory bodies. The Manager Responsible for sustainability reporting coordinates the identification and mitigation of related risks and, twice a year, presents the results of the audits and actions taken to the Control and Risk, Related Party Transactions, and Sustainability Committee; these findings are subsequently reported to the Board of Directors.

## SBM 1 – Strategy, business model and value chain

El.En. S.p.A. leads an international group specialising in the production, research and development, distribution, and sales of laser systems. The Group's companies operate in specific markets and niches, maintaining dynamism and flexibility, but benefiting from coordinated management of technical, commercial, and financial resources. Thanks to a widespread presence, built through new incorporations and acquisitions, the Group continues to bring 'Made in Italy' to the world with technologically advanced and highly innovative solutions and products.

Two main sectors can be distinguished:



The medical sector of laser systems for medicine and aesthetics: The medical division of the El.En. group designs and manufactures lasers and light systems for all applications in the medical field, mainly in the fields of aesthetics, surgery and therapy. The competence and reliability of our systems have enabled us to be among the leading companies globally in this field. In over forty years of activity and research, we have achieved the excellence of our products.

The laser systems industry for manufacturing: The El.En. Group creates cutting and marking laser systems for the industrial sector; these systems are suitable for many processes and can be used on many different materials. We also manufacture laser with increased performance in terms of speed and process quality, reliability, and safety.

The Group also operates in the cultural heritage conservation sector: for years it has been contributing to the preservation of the world's historical and artistic heritage by proposing cutting-edge, minimally invasive solutions, developed together with leading national research centres and used on major restoration sites. System sales are complemented by after-sales services, which provide essential support for the installation and maintenance of laser systems, the management of spare parts and consumables, and technical assistance.

The Group's activities feature a notable variety of products and types of customers served, such as doctors, distributors, beauty centres, hospitals, clinics, or manufacturing companies in the industrial sector; this is particularly relevant given the Group's worldwide sales reach; such a global footprint necessitates addressing the specific regional nuances of technology adoption across different markets. Although both sectors use laser technology and share many strategic components and certain activities at the production and R&D level, they address profoundly different markets and the activities within them are organised in such a way as to meet radically different needs of the different types of customers they serve.

Furthermore, each market features specific dynamics of the demand and growth expectation linked to different key factors. The number of employees of the El.En. Group, equal to 1.412, is divided as follows: Italy 1.119, Germany 229, Brazil 31, France 14, Spain 11, Poland 6, UK 2.

As already highlighted, the sale of the majority stake in the Japanese company WithUs was finalised in February 2025, while the sale of the majority stake in the Chinese companies took place in July 2025. Following these transactions, the companies are no longer included in the consolidation scope, resulting in a decrease in the number of employees compared to the previous financial year.

The El.En. Group is not active in any of the sectors listed in ESRS2 SBM-1 Strategy, Business Model and Value Chain, paragraph 40(d) (fossil fuels, chemicals production, controversial weapons, the cultivation and production of tobacco) and consequently has no revenues associated with these activities.

The El.En. Group, has prepared a five-year Sustainability Plan that translates its strategic vision of sustainability into concrete objectives and measurable actions, integrating ESG principles into governance and corporate processes. The sustainability principles are in fact integrated into the Group's strategy, which is committed to implementing the Plan in line with the expectations of its stakeholders.

- We offer innovative products thanks to cutting-edge technologies and skills - We strive every day through intensive R&D activity to pursue continuous innovation that leads to the discovery of new applications of lasers or other laser sources, in both the medical and industrial sectors. The El.En. Group can thus boast a constant ability to innovate in order to anticipate market needs and face new challenges.
- We improve people's well-being and quality of life - Every day we work to provide medical professionals with solutions to improve people's well-being and quality of life with non-invasive methods that are increasingly selective, effective, safe, and with minimal post-treatment recovery time. Our industrial lasers contribute significantly to reducing environmental impact in various production processes, reducing waste and harmful emissions, as they do not use chemical additives, inks, solvents, or glues.
- We select, develop and grow the best talent - We firmly believe that human resources are the company's most valuable asset: The El.En. Group is committed on a daily basis to ensuring a healthy and safe working environment and to offering its employees a stimulus for professional growth, through information sharing and teamwork. Only through the development of individual skills and a stimulating environment is collective growth and the creation of shared value achieved.

Our corporate strategy fully integrates the principles of sustainability, recognising that environmental, social and governance (ESG) dimensions are key factors for long-term success. Our commitment translates into clear objectives and concrete actions that aim to reduce our environmental impact, promote the well-being of our employees and the communities in which we are active, and ensure transparent and ethical governance. The Sustainability Plan was approved in 2023 by the El.En. Board of Directors and subsequently disseminated to all subsidiaries: the Plan includes objectives regarding the fight against climate change, circular economy, the promotion of a responsible supply chain, the enhancement of people and the contribution to the community and, through the setting of tangible and measurable goals, confirms the Group's commitment to promoting sustainable development by embedding environmental and social responsibility into its business model.

The strategic elements related to sustainability:

- Environment: We are committed to reducing our ecological footprint through the efficient use of resources, the production or purchase of renewable energy, and improving the circularity of materials.
- People and Community: We empower the human capital with training, inclusion and job security programmes, strengthening our positive impact on local communities.
- Innovation and Governance: We boost transparency, ethics and ESG risk management to ensure a responsible and resilient business model.

The main challenges for the future:

- Decarbonisation: Achieve a significant reduction in CO<sub>2</sub> emissions and improve energy efficiency.
- Resource and waste management: Increase the content of recycled materials in our products and reduce waste.
- Attraction and retention of talents: Respond to the needs of a workforce increasingly oriented towards sustainability and well-being at work.
- Strengthen the sustainably supply chain: Partner with suppliers aligned with our ESG standards.

Critical solutions and key projects:

- Energy transition: Investments in photovoltaic systems and partnerships for the purchase of green energy.
- Sustainable packaging: Monitoring and increasing the percentage of recycled materials in our packaging.
- Circular economy model: Reuse and recycling projects to reduce the consumption of virgin raw materials.
- Well-being and safety at work: New training programmes and corporate welfare initiatives.
- Digitalisation for sustainability: Implementation of ESG monitoring tools.

Through these initiatives, we strengthen our competitiveness and create shared value for all stakeholders, consolidating our role as a responsible and innovative company.

The Group is aware that it must be able to detect changes in the external environment, including the evolution of various stakeholders, in order to find internal responses to meet expectations, generate value and make the organisation more resilient. We take into account the constantly evolving market environment in which we are active (including major macroeconomic, industry and regulatory trends) and the changing needs of our stakeholders. We use our knowledge of the external environment to manage risks and seize opportunities effectively, maximising the value we create through the effective execution of our strategy. Listening to the stakeholders is of the utmost importance: intercepting their needs and expectations can guide us in making the right decisions regarding our product offering.

Upstream value chain - Raw material suppliers: the company purchases metals (steel, aluminium, copper, etc.), plastics, biocompatible materials, electronic materials (motors, sensors, circuit boards), optical fibres, cables, fans, diodes, optical materials (lenses, mirrors, etc.). Component suppliers: some specific components can be purchased from specialised suppliers who design and produce them. Subcontractors: suppliers offering manufacturing or processing services for components or products. These services may include machining, assembly, welding, painting, heat treatment or other specialised activities. Energy suppliers: the electricity required for the production process comes from external suppliers.

Own operation: Design and research: research and development for product design, choice of materials, technological features (energy efficiency, intelligent functions, etc.) and innovative solutions. Assembly and production - Quality control - After-sales service - Recycling and disposal: at the end of the laser's life cycle, group companies, if requested, take back the old device, classified as WEEE waste, contributing to recycling and disposal.

Downstream value chain - Distribution and logistics: the finished products are distributed via logistics channels to customers or distributors. Sale of the Group's finished products (through a network of agents, directly to distributors or direct sale to the user). After-sales assistance: sale of finished products and warranty, maintenance, repair and customer support services, including spare parts and technical assistance. The devices are recycled or disposed of by the end user.

The integrated and sustainable business model of the El.En. Group envisages:

- Consolidation of competitive positions in national and international markets - Dialogue with all stakeholders and the provision of highly professional after-sales services are key to constantly improving the quality of our partners' work. This enables us to face technological challenges with competence, professionalism, and passion. Thanks to this practice, we consolidate and strengthen our competitive position in the markets on a daily basis. We face challenges with determination, achieving leading or top positions, while building strong and lasting relationships with our supply chain. We participate in the success of our customers by striving to develop products that meet their needs, improve people's quality of life and pay attention to environmental protection and energy efficiency.
- Promoting investment in research and development to bring technologically advanced products to the market - Research and development are at the core of our strategy and constitute the very essence of the El.En. Group. The ability to anticipate technological developments in the medical and industrial sectors and in the preservation of the artistic heritage is the result of a stimulating environment within a territorial and historical context that has made science and artistic beauty a natural breeding ground for talent. We continuously support Research and Development to ensure constant technological innovation in our

products, improving existing ones, expanding their applications, and providing technologically advanced solutions in all areas of use;

- Creating value for people - Innovation and technological/scientific updating are the main sources of inspiration for El.En. Group. Our state-of-the-art solutions, designed to integrate seamlessly into the medical, industrial, and restoration sectors, are based on strong partnerships with the professionals who choose El.En. Group technologies. Our progress originates from constant dialogue, an active exchange of ideas, and the sharing of experiences, because it is from this interaction that ideas for mutual growth are born and nurtured;
- The push towards an increasingly sustainable future - For the El.En. Group, being sustainable means creating value over time and being ready to accept and successfully face the challenges of tomorrow. During this last year, we have increased our initiatives to raise awareness of the impact and importance of sustainability issues, both through the dissemination to key stakeholders of the documents drawn up and through the disclosure of the new objectives set out in the Plan as well as the actions to be taken for all Group companies to achieve them, that can also be found on the website.

## SBM 2 - Interests and views of stakeholders

For the El.En. Group the process of listening to its stakeholders is a priority in order to understand the extent to which their interests and expectations are being met and to identify issues on which to increase one's efforts, with a view to continually improving the impact of the company's activities on the environment and society. For many years, the Group has implemented a process of mapping and identifying its reference stakeholders, which has made it possible to identify the Group's internal and external stakeholders:



In 2025, the Group confirmed its commitment to analysing stakeholder expectations and assessing the main impacts through a review of the analyses conducted in 2024 with the heads of departments. The objective was to confirm the relevance of the main impacts, risks, and opportunities and to gather useful insights for the continuous improvement of sustainability actions. This activity made for ongoing dialogue and updating priorities in line with the evolving context, which had already been thoroughly analysed in 2024, when more extensive stakeholder engagement initiatives were conducted through questionnaires addressed to a selected sample of internal stakeholders and through the indirect involvement of external stakeholders, managed by corporate functions that maintain ongoing relationships and are aware of the potential impacts, risks, and opportunities.

In 2025, the El.En. Group took an important step towards sustainable supply chain management, starting ESG monitoring for all of El.En.'s main suppliers and for those of some of its subsidiaries. Environmental, social, and governance (ESG) data was collected using a uniform approach, creating the basis for in-depth analysis. This

allows for comparison between various suppliers and the implementation of any necessary mitigation actions. This proactive approach strengthens the Group's commitment to ensuring a responsible and transparent supply chain. Last year's activities laid the groundwork for this process through dedicated training sessions and the definition of a supply chain due diligence procedure. Thanks to these initiatives, the El.En. Group reinforces its commitment to an increasingly responsible and transparent supply chain, promoting high sustainability standards across the entire value chain.

For further details, please refer to section "G1-2 - Management of relationships with suppliers" of this document.

The process of engaging with customers and distributors primarily involved customer satisfaction surveys. This was achieved by monitoring key corporate indicators and administering survey questionnaires, as well as through the analysis of deficiencies. Customer experience is measured through feedback obtained during dialogues with customers—where opinions, comments, and expressions of interest in a product or service are gathered—and through interactions with both the service department and internal and external sales representatives. For several years, the Parent Company and some subsidiaries have included questions on sustainability issues in the Customer Satisfaction process.

To intensify employee engagement and gather suggestions, opinions, and assessments of the corporate climate, El.En. and several subsidiaries have conducted surveys over recent years targeting part or all of the workforce. Top management was deeply involved last year in the assessment of impacts, risks, and opportunities as part of the double materiality analysis. In 2025, this involvement continued through a targeted review conducted during sessions dedicated to Enterprise Risk Management (ERM), with the aim of confirming the relevance of sustainability topics and integrating them into the corporate risk management process.

During the year, the numerous initiatives aimed at supporting the process of listening to communities and local bodies, both through participation in events on the main sustainability innovations or initiatives and by responding positively to requests for discussion and collaboration, in order to develop tangible sustainability activities together with the authorities within the territory. The dialogue with local communities is also expressed through the promotion of numerous work-related learning projects by taking part in career day events.

Also in 2025, we received major national sustainability awards and, at the request of shareholders and investors, obtained sustainability ratings from leading independent agencies. The policy of dialogue with shareholders is ensured through the publication on the company website of regulated information, with the publication of press releases and documents, through the Shareholders' Meeting, in direct contact between the Company and investors through the organisation of events, roadshows, meetings (one-to-one or collective) and conference calls with institutional investors, shareholders and financial analysts rather than through presentations of the main performance drivers and the main messages conveyed to the market and the financial community.

Establishing and maintaining partnerships with universities and research centres is crucial to maintaining a constant dialogue with these bodies, both nationally and internationally. All Group companies consider these exchanges to be crucial both in research and development and for their own success in the talent search and selection process. Maintaining these channels is essential to increase opportunities to get to know people and to promote the development of technical and scientific skills in the areas where companies are active, including through curricular and extracurricular university internships.

The El.En. Group believes that close relationships with key stakeholders create long-term value and support individual and collective growth. Listening to all stakeholders is fundamental to the work of the Group, which continuously seeks their feedback to strengthen relations and improve the way it meets their needs. We encourage our stakeholders to share their opinions and concerns as collecting and analysing stakeholder feedback not only provides us with valuable insights into their needs but also helps us manage the risks and opportunities we face and support our efforts to achieve long-term sustainability.

This process helps to identify and address the most important stakeholder issues, including emerging risks assessed by internal stakeholders. Recognising stakeholder expectations and efficiently managing the associated risks and opportunities is essential when it comes to developing strategies and defining objectives to increase positive impact and minimise negative impact, which are crucial for long-term value creation. The Group's objective is to understand stakeholders' opinions and interests and align them with its strategic approach.

The Group does not predict any further changes to its business strategy resulting from demands, interests and views of stakeholders. To perform the double materiality analysis, a list of ESG-related impacts, risks, and opportunities (IROs) relevant to the Group was defined. This list was subjected to evaluation by the Executive

Board and management in order to determine the material impacts, risks and opportunities followed by the corresponding relevant issues. It is considered sufficient that the assessment of the corporate management—who, through the performance of their activities, manages the relationship with external stakeholders and therefore knows the potential impacts, risks, and opportunities by which they could be influenced or could influence the organisation—is suitable to also understand the opinion of external stakeholders and therefore can incorporate their indications in the identification and evaluation of the material IROs. At a later stage, the list of IROs was presented to, evaluated and subsequently approved by the Board of Directors.

With the launch of the due diligence process and the second year of double materiality analysis, the Group has enhanced its tools for understanding the interests and opinions of its main stakeholders. These activities not only strengthen transparency and accountability but also reveal useful elements for refining the strategy and business model, particularly regarding supply chain monitoring and the management of ESG risks across the value chain. Please refer to the subsequent section “IRO 1 - Description of the processes to identify and assess material impacts, risks and opportunities” for a description of the significant impacts arising from the corporate strategy and business model on the Group’s own workforce, the value chain workforce, affected communities, and end-users.

### **SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model**

For a detailed account of the material impacts, risks, and opportunities (IROs) arising from the double materiality analysis conducted by the El.En. Group during 2025, please refer to section “IRO 1 - Description of the processes to identify and assess material impacts, risks and opportunities”. That section includes a description of where these IROs are concentrated within the business model, operations, and the upstream and downstream value chain. It also details how the undertaking’s material negative and positive impacts affect (or may affect) people or the environment; whether and how these impacts originate from or are linked to the strategy and business model; the reasonably expected time horizons for these impacts; and whether the undertaking is involved in these material impacts through its own activities or via its business relationships.

All objectives within the Sustainability Plan—which represents the Group’s strategic ESG vision and serves as an essential tool for setting targets and implementing the necessary actions and projects—were re-evaluated to ensure they effectively mitigate identified negative impacts and risks or enhance existing opportunities. The Group plans to include further objectives in the coming years to improve its strategy, better address material impacts or risks, and to pursue particular relevant opportunities. By aligning the Sustainability Plan with its corporate mission, the El.En. Group is able to manage its response to market challenges while promoting sustainable, long-term growth. Please refer to the following sections of the thematic ESRS for further details.

There are currently no implications on the business model and value chain as a result of the identification of IROs in the double materiality analysis. Considering the actions already taken, no changes are expected.

By utilising the phase-in provisions in accordance with Commission Delegated Regulation (EU) 2025/1416 (the so-called "Quick Fix"), the Group has not performed a quantitative assessment of the anticipated financial effects related to risks identified as significant, focusing its analysis instead on risk identification and the collection of qualitative information.

It is specified that the risks identified as relevant are considered to be significant from a financial point of view in the medium-long term; therefore, there are no significant assessments of this fiscal year's financial statement estimates. For this reason, to date the Group has not identified any possible current financial effects resulting from them and has therefore not assumed any changes to its corporate strategy and business model. Similarly, regarding impacts, no current financial effects have been identified; however, the Group has defined a Sustainability Plan with the intention of reducing certain primary generated impacts over the medium-to-long term (2023-2027).

The current financial effects of the undertaking's material risks and opportunities on its financial position, financial performance, and cash flows were instead considered during the financial materiality assessment conducted as part of the double materiality analysis. The El.En. Group, has not conducted any resilience analysis of its strategy and business model with regard to its ability to cope with significant impacts and risks and exploit relevant opportunities.

It is specified that there have been no significant changes in the assessment of impacts compared to the previous reporting period. The financial materiality dimension was analysed for the first time in 2024. The El.En. Group has not made use of entity-specific disclosures, but those required by ESRS were used.

### Climate change

With reference to climate change, the El.En. Group has assessed the primary transition risks, namely the economic, financial, and operational risks arising from the shift toward a more sustainable, low-carbon economy. Factors considered include the potential introduction of new environmental laws and regulations, growing expectations regarding the use of low-impact energy sources, and market uncertainty, including potential unforeseen fluctuations in energy prices.

Further risks involve a failure to modernise products in line with the technological evolutions required to mitigate climate change effects, as well as shifts in demand for products and services increasingly oriented toward environmental criteria, which may necessitate an adjustment of the Group's offering. Finally, reputational risk was considered: failing to undertake a gradual decarbonisation process could have a negative impact on the Group's reputation and, consequently, on its financial performance.

The primary physical risks identified relate to the effects of progressive changes in climate conditions and extreme weather events. These may expose the Group to infrastructure damage, interruptions in essential supplies, and potential reductions in production capacity. Risks associated with rising temperatures were also considered, as they could lead to power grid overloads or blackouts, resulting in business interruptions or slowdowns, as well as increased energy procurement costs due to higher thermal and electrical consumption.

The analysis focused on the Group's core business activities, considering the geographical areas and sectors in which it is active. With regard to transition risks, the El.En. Group adopted two scenarios—IEA 450 and IEA B2DS—which were deemed most suitable for the Group's business and most consistent with the commitment to limit temperature increases to 1,5°C; the selection of these scenarios was based on an integrated assessment considering alignment with climate goals, technological feasibility, economic impact, and regulatory compliance. This analysis highlighted the consistency of the scenarios with the company's sustainability strategy. The IEA 450 scenario predicts that by 2030 there will be a significant penetration of renewables in the energy sector, an improvement in vehicle and process efficiency, and a major substitution of coal by natural gas. This scenario therefore describes an energy path consistent with maintaining global warming at 1.5° C. The IEA B2DS scenario, which envisages the achievement of emission neutrality by 2060, to limit temperature increases to 1.75° C by 2100, was considered to set greenhouse gas emission reduction targets, assuming the development of climate policies and the development of technologies to reduce these emissions. This path implies the activation of all available political initiatives, in all sectors and in all countries. Scenario analyses enabled the Group to identify risks and opportunities related to business development.

We analysed the following transition risks: (a) risks related to legislative/regulatory changes associated with the fight against climate change: the primary risk factors to which the Group may be exposed include increasing GHG reporting obligations, the potential introduction of new environmental legislation or regulations, new reporting obligations on emissions produced or limitations on climate-altering emissions. (b) Technological risks related to a potential failure to adapt through product, service, and process innovation/digitalisation in line with necessary climate mitigation technologies; (c) Risks linked to the evolution of the market where the demand for products/services will be increasingly environmentally aware and an adaptation of supply will be required; (d) Reputational risks related to climate change, as not undertaking a gradual decarbonisation process or even becoming aware that the activities carried out by the Group and its counterparts could have negative climate impacts, would affect the Group's reputation and consequently its economic and financial results. After analysing each transition risk according to probability of occurrence and magnitude, none of them were considered relevant.

Regarding the identification of physical risks, the Group selected three scenarios: RCP 2.6, RCP 4.5, and RCP 8.5.

The RCP 2.6 scenario, in line with the Paris Agreement, represents an ambitious mitigation pathway with rapidly declining global emissions and limited physical impacts by 2030 (average global temperature increase below 1°C compared to pre-industrial levels). Despite moderate risks, the Group must still adopt adaptation strategies to ensure operational resilience.

The RCP 4.5 scenario serves as an intermediate reference, characterised by partial and inconsistent climate policies that stabilise GHG concentrations around mid-century, resulting in an average global warming of approximately 2–2,5°C by 2100. In the short-to-medium term (up to 2030), temperature increases and changes in rainfall patterns are expected, with both acute physical risks (heat waves, extreme precipitation, floods) and chronic risks (gradual temperature rise, shifts in climate seasonality). In the medium-to-long term, without bolstered climate policies, pressure on natural resources and the risk of economic and operational damage increase, particularly for production sites in vulnerable areas. The Group's assessment compared RCP 4.5 projections with historical data, analysing 2025 revenue by geographic area to identify the most exposed sites, while mandating preliminary climate risk analysis and the integration of adaptation measures into decision-making for new initiatives.

The RCP 8.5 scenario represents a high-emissions pathway, with economic growth heavily dependent on fossil fuels and a constant increase in emissions. By 2030, average global temperatures could rise by 1–1,5°C, with more pronounced impacts: increased frequency and intensity of extreme events, risks of drought and flooding, rising energy costs, and impacts on industrial operations. In the long term, this scenario predicts a significant temperature increase and reduced rainfall, necessitating proactive planning for adaptation and operational risk management.

Based on these scenarios, the Group identified primary physical risks: as a chronic physical risk, the gradual increase in temperature has been assessed, which could lead to an overloading of the electricity grids, resulting in blackouts and thus a decrease in productivity of both offices and plants, as well as possible damage to the infrastructure due to a sudden power outage, which could result in a possible interruption of operations. Severe physical risks, on the other hand, include changing weather conditions, which could lead to a reduction or interruption of activity due to the occurrence of extreme events such as floods, floods, landslides, storm surges, water bombs, snowstorms, etc., or damage to the Group's infrastructure or damage to the infrastructure of its operating partners, which could lead to a reduction or interruption of activity.

Based on these findings, we have identified strategic actions to mitigate our impact, including: investments in low-emission and energy-efficient technologies, as well as investments in renewable energy to reduce CO<sub>2</sub> emissions into the atmosphere, integration of ESG criteria in supplier selection. The analysis will be repeated periodically to update the company's strategy and ensure an effective response to ongoing climate change.

To identify material climate-related impacts, risks, and opportunities, the El.En. Group has integrated these considerations into its double materiality analysis, adopting a structured approach that starts with an analysis of the context, monitoring current regulations and accounting standards, and using the climate scenarios identified above.

The only risks related to climate change that have emerged as significant for the Group are the physical risks related to the increase in extreme weather events (floods, floods, landslides, storm surges, water bombs, snowstorms), the occurrence of which could lead to a reduction or interruption of business or damage to the infrastructure of the Group or its operating partners, possibly resulting in business interruption. Such events could cause power grid overloads and blackouts, decreasing productivity and potentially damaging infrastructure due to sudden power loss, with consequent possible interruptions in activity. To mitigate these risks, the Parent Company and its Italian subsidiaries have taken out an insurance policy that covers direct damages from atmospheric events such as hurricanes, storms, wind, hail, floods and earthquakes.

These risks are currently considered material in the medium to long term within the analysis of double materiality. Therefore, there are no significant assessments of this fiscal year's financial statement estimates. The analyses performed will be updated annually in light of the phase-in deadline on the expected financial effects and additional detailed considerations arising from them that may affect the assumptions underlying the financial statements estimates. In view of this assessment, to date the Group has not planned any significant changes in its business model and strategy. For more information, please refer to section E - 1 Climate Change.

### Biodiversity and ecosystems

In the previous reporting period, additional qualitative considerations were provided regarding indirect impacts along the value chain, biodiversity, and local communities. Following the amendments introduced by Commission Delegated Regulation (EU) 2025/1416 (the "Quick Fix"), the Group is utilising the phase-in provisions for this standard. Consequently, reporting under this standard will be deferred to future years, as this period is considered

necessary to develop more robust analytical methodologies and collect comprehensive data across the supply chain.

Given the nature of the activities carried out, no direct business-related impacts have emerged. However, a potential indirect impact related to procurement practices—specifically the purchase of raw materials—was identified, as extraction activities in countries of origin may negatively affect biodiversity. The Group consistently monitors its activities to ensure they do not cause deterioration of natural habitats or disturb protected species. To date, it has not been deemed necessary to adopt specific mitigation measures for biodiversity.

#### Pollution, resource use and circular economy

The double materiality analysis identified an impact related to the use of substances of concern. This stems from a lack of Ecodesign in products, which could limit improvements in circularity, energy performance, and other environmental sustainability aspects (e.g., increased use of recycled materials, reduction of hazardous substances). This critical issue entails potential environmental impacts connected to raw materials and current production processes.

Regarding resources and the circular economy, the primary negative impacts identified include: environmental safety related to the quality of products and services offered; the absence of circular economy policies; a lack of ecodesign; waste generation that may contribute to water, air, and soil pollution; and the failure to monitor technological innovations that could offer more sustainable and competitive solutions.

However, positive impacts were also identified, including: contributions to scientific development through the research and development of innovative, efficient products; the reduction of environmental impacts in industrial and restoration processes through the use of laser systems (which minimise waste, eliminate the use of glues, inks, and solvents, and do not generate fumes containing chemical additives); the promotion of sustainable development principles throughout the supply chain.

Additionally, a medium-level risk was identified concerning the difficulty of sourcing strategic raw materials. This is due to both limited availability (demand exceeding supply) and geopolitical or economic factors, such as international conflicts, which can cause supply delays or blockages, reduced quality, increased procurement costs, and lost revenues.

Currently, this risk is considered material over the medium-to-long term and does not have a significant impact on the accounting estimates for the current financial year. These analyses will be updated annually.

#### Own workforce

The company's workforce consists mainly of employees (and non-employees in a very residual manner). Employees include production workers, white collar workers, managers and executives. The non-employee workforce includes temporary workers, trainees, interns and self-employed workers in various company departments. All of the company's own workers on whom the company could have significant impacts are included in the scope of the disclosure. Workforce-related impacts, risks and opportunities arise from listening to employees' needs and from the company's choices on the mitigation actions to be implemented. The workforce is a central element for the Group; therefore, the definition of IROs and their mitigation strategies is a priority in business management.

It is specified that the significant negative impacts are generalised and not related to individual incidents. Please refer to section "IRO-1" below for a description of the positive impacts, risks and opportunities relevant to the company in terms of its own workforce. To date, the El.En. Group has not identified any possible significant impacts on its own workforce that may result from transition plans to reduce negative environmental impacts.

The Group has noted that the risk of forced, compulsory or child labour may occur in certain types of activities and in specific geographical areas, depending on economic, social and regulatory factors. Generally, the highest risk activities are manufacturing, extraction and processing of raw materials, while geographically, the areas with the highest risk are often characterised by socio-economic vulnerabilities, less stringent worker protection legislation and a high impact of the informal economy. The Group has not identified any specific types of workers among its workers who are or could

be adversely affected or more exposed to risks due to the fact that they have particular characteristics, or work in particular contexts or perform certain activities. For more information on our workforce, please refer to section "S1-Our workforce".

### Workers in the value chain

Within the corporate strategy, there is currently no process of direct involvement of workers in the value chain or analysis of workers most exposed to risks with regard to the identification and management of impacts, risks and opportunities. However, the El.En. Group recognises the importance of promoting responsible practices throughout the supply chain and, to this end, incorporates these principles both within its Code of Ethics and, more specifically, within its Human Rights Policy. This policy is therefore an indirect but effective mechanism to promote greater responsibility along the supply chain. In this way, the Group contributes to disseminating and consolidating ethical and sustainable practices, strengthening the protection of workers even outside the company perimeter. This approach makes it possible to exert a positive influence on the operating environment, promoting an ecosystem characterised by respect for human rights and social sustainability. Following the amendments introduced by Commission Delegated Regulation (EU) 2025/1416 (the "Quick Fix"), the Group is utilising the phase-in provisions for this standard and will defer reporting in the coming years, believing that such time period is necessary for the development of deeper analytical methodologies and the collection of full supply chain data. The workers in the value chain included in this disclosure comprise those involved in the raw materials sourced by the Group (upstream) and agency workers and other workers (downstream). No particularly vulnerable groups or specific geographical areas have been identified, and so far no correlation has been found with specific raw materials for which there is a significant risk of child, forced or compulsory labour. Categories of workers in the value chain most exposed to risks were not analysed. Please note that two negative impacts, both indirect, were identified; the first relates to the fact that Group activities involve a high number of global suppliers and operations; these suppliers may not operate in full compliance with workers' rights: consequently, through its business relationships, the Group's activities could contribute to unsafe working conditions for persons employed by external suppliers. The second impact relates to the possible increase in negative social impacts due to the implementation by companies along the Group's supply chain of practices that do not guarantee adequate working conditions, practices against equality, fair treatment, equal opportunities and respect for human rights; negative social impacts may also arise from the failure to implement sustainable practices as a result of the lack of supervision of their supply chain in terms of governance policies, health and safety, human rights and working conditions. The impacts noted are generalised and do not relate to individual incidents or specific business relationships. For more information on workers in the value chain, please see section "S2 Workers in the value chain".

### Affected communities

All affected communities that may be significantly impacted by the company are included in the scope of the disclosure. The main communities are both those affected by the company's activities, living near operational sites or otherwise within the territory (universities, research centres, local communities, etc.) and communities along the value chain (e.g. those affected by the activities of the Group's suppliers).

The only significant negative impact is indirect and concerns procurement practices, particularly with regard to the purchase of raw materials, which could adversely affect local communities in the countries in which such materials are extracted. This impact is systemic rather than linked to a single incident.

The significant positive impact is related to managing and maintaining relations with scientific and university research centres and schools and institutes in the local area, as well as sponsoring social and cultural events and donating equipment and know-how contribute to the development of scientific knowledge and the economic and social development of the community. As the Group's activities are numerous, so are the types of communities that are subject to positive impacts. For more information on workers in the value chain, please refer to section "S3 Affected communities".

## Consumers and end-users

The Group is aware that the complexity of its business requires high quality standards, and therefore the commitment we promote and maintain to the Quality and Safety of our products is essential to its continued growth and success. A decrease in the quality and safety of products and services provided to the market may generate negative impacts on people and the environment, as well as the failure to monitor technological innovation, and the failure to digitise processes may have negative impacts on the attractiveness, traceability, quality and safety of products.

The double materiality analysis carried out by the El.En. Group to identify impacts, risks and opportunities revealed a significant risk related to the failure to monitor/deficient monitoring processes for product anomalies, with possible repercussions on the perception of quality, safety and innovation of our products. The Group closely monitors risks related to the quality and safety of its products and implements numerous measures to minimise this risk, adopting a highly structured quality management system based on rigorous internal and external controls. Our Quality departments carry out constant checks throughout the production chain, through internal audits, supplier inspections and extensive testing of each product before final release. Our quality management system is certified according to the highest international standards and our companies are regularly audited to renew their certifications, which are indispensable for operating in international markets. To mitigate the risk also from a financial point of view, the Parent company and its Italian and European subsidiaries have taken out a product liability insurance policy, which covers any claims for damages arising from the use of its products by consumers or other people.

Currently, the risk related to the lack of processes for monitoring product anomalies, with potential repercussions on product quality, safety and innovation, is considered to be significant in the medium to long term. Therefore, no significant impacts on accounting estimates are recorded for this fiscal year. The analyses performed will be updated annually in light of the phase-in deadline on the expected financial effects and additional detailed considerations arising from them that may affect the assumptions underlying the financial statements estimates. In view of this assessment, to date the Group has not planned any significant changes in its business model and strategy.

Research and Development activities are at the core of our strategy, constitute the very essence of the El.En. Group, and are essential to mitigate impacts and risks and to maximise opportunities. The Group promotes constant investment in Research and Development to bring technologically advanced products to the market; the ability to anticipate technological developments in the medical and industrial sectors and in the preservation of the artistic heritage is the result of a stimulating environment within a territorial and historical context that has made science and artistic beauty a natural breeding ground for talent. The Group is continuously committed to supporting Research and Development to ensure constant technological innovation in its own products, improving existing ones, expanding their applications, and providing technologically advanced solutions in all areas of use. Dialogue with all stakeholders and the provision of highly professional after-sales services are key to constantly improving the quality of our partners' work and consolidating competitive positions in national and international markets on a daily basis. The Group strives every day to provide valuable products to its own customers in order to establish a loyalty process based on quality, reliability and safety, thus ensuring that product requirements are recognised and valued and that every measure is taken to ensure regulatory compliance. Maximum attention is always paid to the stages of design and development of its own systems: as a matter of fact, value also comes from the study and application of increasingly selective, effective, and safe methods. The innovative capacity of the El.En. Group is based on continuous experimentation that, thanks to the development of cutting-edge systems and technologies, allows it to provide customers a wide range of top-quality products that stand at the top end of the market in terms of innovation and excellent performance. The Group also stands out for its attentive and scrupulous after-sales service, which uses increasingly advanced monitoring and response tools. All this enables to maintain a focus on customer care with a stable, reliable but also flexible organisation with fast response times. The Sustainability Plan, which provides the Group's strategic vision on these issues, monitors the existing certifications and investments in research and development. For more information, please refer to section "S.4 Consumers and end-users".

In the industrial sector, customers and end-users are the companies that use laser technology in their production processes, while in the medical sector, they are all the patients who receive treatment or care through the use of laser systems, but also healthcare professionals, such as doctors and technicians, who use

them within the scope of patient treatment and monitoring. Certain end-users may require accurate and accessible information within user manuals to prevent potentially harmful use of the devices. Please refer to section IRO-1 below for a description of the relevant risks and opportunities arising from impacts on end-users; there are no risks and opportunities related to specific end-user groups. End-users who may be most exposed to impacts were identified through an in-depth analysis of the value chain, taking into account the production, distribution and use stages of devices. The main selection criteria include the type of device, where it is used as well as regulations, standards, and user feedback.

## IRO 1 - Description of the processes to identify and assess material impacts, risks and opportunities

### IMPACT MATERIALITY

ESRS	SUB-TOPIC	IMPACT MATERIALITY - Description of impacts	Stakeholders of reference	Actual/potential impact	Positive (+)/negative (-) impact	Direct/indirect	Time horizon	Scope	Materiality
ESRS E1	Mitigation of climate change	To be carried out, the activities of El.En. Group require consumption of energy and therefore contribute to the emissions of Scope 1, 2 and 3 greenhouse gases (GHG) in the atmosphere, because of direct and indirect commercial activities. If energy-saving and emission reduction initiatives are not developed, the Group's activities could increasingly contribute to the effects of climate change on our planet.	Environment	Actual	Negative	Direct	Medium-long	Group	✓
ESRS E2	Pollution of water	The Group's companies, in their corporate activities, may unwittingly cause pollution of the water, compromise the quality of water resources and cause potential harm to the aquatic ecosystem.	Environment Suppliers	Potential	Negative	Indirect	Medium-long	Group Business Relations	✗
ESRS E4 ESRS S3	Factors of direct impact on the loss of biodiversity Economic, social and cultural rights of communities	The procurement practices, regarding the purchase of raw materials, may entail a negative impact on the local communities in the countries in which such materials are extracted, as well as on the biodiversity of such areas.	Suppliers	Actual	Negative	Indirect	Medium-long	Group Business Relations	✓
ESRS E5	Resource use and circular economy	The Group's activities and the end-of-life of products produce waste that, if not adequately disposed of, may generate negative effects on the environment due to the improper management of the products' end-of-life, the disposal of waste and any rejects in natural areas.	Environment	Actual	Negative	Direct/indirect	Medium-long	Production companies	✓
ESRS E5	Resource use and circular economy	Social and economic development thanks to the creation of an organisational process that involves the supply chain, promoting the principles of sustainable development, such as reuse, recycling, and reduction of materials.	Suppliers	Potential	Positive	Direct	Medium-long	Group	✓
ESRS E5	Resource use and circular economy	In the industrial sector, work performed with the Group's laser systems is highly significant in terms of reducing environmental impact due to a series of features that allow minimising waste, not generating fumes containing chemical additives and eliminating the use of glues, inks or solvents within the production processes. Machining performed with the Group's cutting systems instantly vaporise the material on which they act, making clean cuts in the material without producing swarf or other processing waste, while the marking systems allow for perforations or selective removal of thickness, reducing waste. In the field of conservation for the restoration of works of art, the Group's lasers make it possible to restore the global artistic heritage, enable effective conservation processes that respect artistic artefacts, reduce the use of chemicals and make for higher operator safety.	Environment Local communities Customers and consumers Employees	Actual	Positive	Direct	Short	Industrial sector	✓

ESRS E5	Resource use and circular economy	Contribution to the scientific development of the community through constant research and development to place innovative, efficient and circular economy-friendly products on the market.	Universities and research centres Local communities	Potential	Positive	Direct	Medium-long	Companies with R&D	✓
ESRS E5	Resource inflows, Outflows of connected resources and Waste	Should the Group fail to develop circular economy policies could entail the non-use of certain products, resulting in an increase in the quantity of production waste that are not properly reused in the production activities and increased dependency on virgin raw materials, that may even be hard to procure on the market.	Environment Suppliers	Potential	Negative	Direct	Medium-long	Group	✓
ESRS E5 ESRS E2	Resource inflows, Outflows of connected resources and Waste substances of concern	Failure to design eco-compatible products could result in the organisation not complying with the European regulatory framework regarding the design of eco-sustainable products structured to improve the circularity of products, energy performance and other environmental sustainability aspects (e.g., increased use of recycled materials, reduced use of substances of concern, etc.), with a consequent environmental impact related to the raw materials and the actual production processes (BaU).	Institutions and regulatory bodies Customers and consumers Shareholders and investors	Potential	Negative	Direct	Medium-long	Companies with R&D	✓
ESRS S1	Work conditions	The corporate activities may entail an impact on the health and safety of the companies' employees because they expose them to various risk related to the performance of their tasks (e.g., physical risks, risk related to ergonomics, etc.).	Employees	Actual	Negative	Direct	Short	Group	✓
ESRS S1	Work conditions	El.En. Group guarantees its employees personal and professional growth on all levels thanks to continuous training, so as to boost and improve staff skills, respond efficiently to the market's demands and allow the organisation to grow, generating value for all stakeholders.	Employees	Actual	Positive	Direct	Short	Group	✓
ESRS S1	Work conditions	To remain competitive on the market compared to other organisations in developing countries, the Group may seek to reduce staff costs, increase working hours and not look after the working environment, resulting in non-compliance with its work standards.	Employees Institutions and regulatory bodies	Potential	Negative	Direct	Medium-long	Group, Chinese companies (turnover), Foreign companies (adequate wage analysis)	✓
ESRS S1	Work conditions	The inefficient management of compensation and benefits (e.g., non-competitive wage policies, unclear or inconsistent performance evaluation systems, benefit offers not aligned with the employees' needs) may have negative consequences on employee satisfaction, with a possible effect on talent retention.	Employees	Potential	Negative	Direct	Medium-long	Group	✓
ESRS S1	Equal treatment and opportunities for all	The Group may participate in the creation of specialisation pathways and professional profiles in line with the needs of the area in which its companies are established. The organisation of specific training pathways for the creation of the skills required by the sector could lead the Group to contribute to the development of the local area and to be able to use professional profiles that are in line with the requirements of its supply chain.	Employees Local communities	Actual	Positive	Direct	Short	Group	✓
ESRS S1	Equal treatment and opportunities for all	The skills required to perform certain types of work mean that the organisation strives to create an inclusive environment that can make the best use of employee diversity. The staff recruitment and management procedures adopted by the Group rather than the geographical location of certain subsidiaries may disadvantage certain categories of people, generating a negative impact in terms of inclusion and equal opportunities for employees.	Employees	Actual	Negative	Direct	Medium-long	Group	✓

ESRS S1	Working conditions and other labour-related rights	The Group's business activities involve the creation of jobs along the entire value chain, generating a positive impact for the communities in which it operates and contributing to their economic and social development.	Employees Local communities	Actual	Positive	Direct	Short	Group	✓
ESRS S1	Other labour-related rights	Failure to protect the rights of workers (in relation to topics such as forced labour, child labour and the respect of human rights) could lead to employee dissatisfaction with the risk of protest, such as strikes or rallies.	Employees Shareholders and investors Institutions and regulatory bodies	Potential	Negative	Direct	Medium-long	Group	✓
ESRS S1 ESRS S4	Equal treatment and opportunities for all Safety	The nature of El.En. Group's business requires the presence in the company of highly specialised professionals who are up to date on the latest regulations. A deficiency in the ability to train adequate professional profiles and to keep them in the organisation could have negative consequences also on the quality and safety of the Group's products.	Employees Customers and consumers	Potential	Negative	Direct	Medium-long	Group	✓
ESRS S2	Working conditions and other labour-related rights	The Group's activities involve a high number of suppliers and operations throughout the world, that may not operate in full compliance with workers' rights. The Group's activities may, therefore, even unintentionally, contribute to unsafe working conditions for individuals employed by foreign suppliers.	Suppliers Shareholders and investors Institutions and regulatory bodies	Potential	Negative	Indirect	Medium-long	Group Business Relations	✓
ESRS S2	Working conditions and other labour-related rights	Increased negative social impacts due by the implementation by the companies, along the Group's supply chain, of practices that do not guarantee adequate working conditions, practices against inequality, equal treatment and equal opportunities and lack of respect for human rights and sustainable practices due to a failure to monitor their supply chain in terms of governance, health and safety, human rights and working condition policies.	Suppliers	Potential	Negative	Indirect	Medium-long	Group	✓
ESRS S3	Economic and cultural rights of communities	Managing and maintaining relations with scientific and university research centres and schools and institutes in the local area, as well as sponsoring social and cultural events and donating equipment and know-how contribute to the development of scientific knowledge and the economic and social development of the community.	Universities and research centres Local communities	Actual	Positive	Direct	Short	Group	✓
ESRS S4	Safety	In the medical sector, the daily commitment that the Group dedicates to research and development of new or improved medical and aesthetic laser applications translates into the availability of tools and solutions that improve people's state of well-being and patients' quality of life, reducing both physical and aesthetic health problems and the associated psychological issues. In the surgery sector, the Group's minimally invasive laser systems minimise pain, side-effects, surgical procedure risks and hospitalisation days. In the aesthetics sector, the Group's laser systems meet the growing desire of people to improve their appearance, while also reducing pathological or painful imperfections.	Local communities Customers and consumers	Actual	Positive	Direct	Short	Medical sector	✓
ESRS S4	Personal safety of consumers or end users	Unclear and non-transparent communication about product information provided to customers, including information on sustainability, such as incomplete information about the products sold, could lead customers to buy products because of their characteristics and negatively affect customer satisfaction. Furthermore, non-compliance with legislative requirements imposed on product labelling and traceability could negatively affect the quality of the final service provided.	Customers and consumers Agents and distributors	Potential	Negative	Direct	Medium-long	Group	✓

ESRS S4 ESRS E5	Personal safety of consumers or end users Resource use and circular economy	Decreased quality and safety of the products and services supplied to the market may generate negative impacts on people and on the environment.	Customers and consumers Environment	Potential	Negative	Direct	Short-medium-long	Production companies	✓
ESRS S4 ESRS E5	Personal safety of consumers or end users Resource use and circular economy	The Group may fail to monitor or exploit technological innovation that can improve the quality of products and processes from the point of view of environmental impact and offer more competitive and sustainable solutions. Failure to digitalise processes could have negative impacts on the attractiveness, traceability, quality, and safety of the products.	Customers and consumers Shareholders and investors	Potential	Negative	Direct	Medium-long	Companies with R&D activities	✓
ESRS G1	Corporate culture	Failure to protect projects related to the development of innovative solutions not yet tied to a patent requires particularly strict protection: the dissemination and/or use of confidential projects would lead to the theft of intellectual property, with negative impacts on the patent owners.	Shareholders and investors Employees	Potential	Negative	Direct	Medium-long	Companies with R&D	✓
ESRS G1	Corruption and bribery Protection of whistleblowers	The sub-optimal handling of disputes, lack of whistleblower protection systems, anti-competitive behaviour and potential corruption events can generate a negative impact on the community in which the Group operates (e.g., limiting the effects of competition and more expensive products of lower quality).	Everyone except the environment and local communities	Potential	Negative	Direct/Indirect	Short-medium-long	Group	✓

## FINANCIAL MATERIALITY

ESRS	SUB-TOPIC	FINANCIAL MATERIALITY - description of risks/opportunities	Time horizon short-medium-long	Risk/ Opportunity	Direct/ Indirect	Materiality
ESRS E1	Adaptation to climate change	An increase in extreme weather events could lead to a reduction or interruption of business due to the occurrence of extreme events (floods, landslides, coastal storms, torrential rain, snowstorms) or damage to the infrastructure of the Group or its operating partners, which could result in business interruption. Such events could lead to an overloading of power grids and blackouts with a decrease in productivity of offices and establishments, as well as possible damage to infrastructure due to the sudden power outage, with consequent possible business interruption. The effects would be a decrease in revenues, an increase in infrastructure repair costs, and a potential increase in insurance premiums.	Medium-long	Risk	Direct	✓

ESRS E1	Adaptation to climate change	The organisation may fail to establish, test or update a business continuity plan and business recovery strategies, impacting its ability to continue production and/or provide essential services in the event of a catastrophic event resulting in its incurring unnecessary operating costs, but more importantly, having to suffer total or partial production downtimes (due to damage to its own facilities or to those of strategic business partners) that would result in a decrease in revenues. This situation could be exacerbated by the potential costs of damage to assets due to extreme weather events.	Medium-long	Risk	Direct	✓
ESRS E1	Adaptation to climate change	The effects of global warming could result in permanent changes, such as rising temperatures, which could also lead to a reduction in productivity and possibly the resistance of certain materials and/or systems. The effects would be a decrease in revenues, an increase in infrastructure repair costs, an increase in energy supply costs related to higher thermal or electrical consumption, and a potential increase in insurance premiums.	Medium-long	Risk	Direct	✗
ESRS E1	Adaptation to climate change	Rising temperatures could lead to a significant increase in demand for aesthetic and dermatological treatments. People may be more inclined to seek solutions for skin problems related to sun exposure, such as spots, wrinkles, etc. or other dermatological conditions. This increased demand could translate into increased revenues, improving our market position, and strengthening our ability to invest in new technologies to meet customer needs.	Medium-long	Opportunity	Direct	✗
ESRS E1	Energy	Failure to implement energy-saving and emission reduction initiatives could lead to loss of trust and damage to the Group's reputation, resulting in reduced revenues, possible exclusion from sustainability ratings or worsening of ESG rating rankings, and increased consultancy costs to implement emission reduction actions and produce supporting documentation.	Short Medium-long	Risk	Direct	✗
ESRS E1	Adaptation to climate change	Failure to meet the targets for reducing GHG emissions into the atmosphere within the Sustainability Plan could contribute to worsening the Group's reputational image among all stakeholder categories, especially where shareholders/investors are concerned.	Medium-long	Risk	Direct	✗
ESRS E1	Energy	The use of low-emission sources through the installation of renewable energy systems (photovoltaics) or the purchase of energy from renewable sources could have a positive impact in terms of reputation and, consequently, increase the demand for products and thus the Group's revenues in line with the expectations of consumers, who are increasingly sensitive to climate change issues.	Medium-long	Opportunity	Direct	✗
ESRS E1	Climate change mitigation	New environmental regulatory requirements (the introduction of limits on atmospheric emissions, new environmental standards and regulations, and new reporting obligations) could result in the Group failing to comply with regulatory requirements or failing to respond in a timely manner to requests, leading to: (i) increased operating and consultancy costs to ensure compliance with regulations and produce the required reports. (ii) increased staff costs to comply with new regulations and implement new internal procedures. (iii) increased costs for any necessary upgrading of non-compliant or inefficient systems (heating, water, lighting, air conditioning); (iv) the introduction of taxes or charges linked to emissions produced. Failure to align with the new regulatory requirements could also result in reputational damage due to non-compliance with standards and/or regulations, leading to a reduction in revenue.	Short	Risk	Direct	✗□

ESRS E2	Pollution of water	Economic and reputational risk linked to water contamination incidents and possible fines, with possible negative effects on the local area and on the company's ability to attract stakeholders, particularly investors.	Medium/long	Risk	Indirect	✘
ESRS E5	Waste, Resource outflow Resource inflow	Risk of causing environmental impacts that adversely affect the local area or taking inadequate measures to mitigate such environmental impacts: failure to comply with environmental standards could lead to reputational damage and financial penalties, reducing the attractiveness to stakeholders, particularly investors.	Medium/long	Risk	Direct	✘
ESRS E5 ESRS G1	Resource inflows Management of relations with suppliers	The lack of a structured approach regarding the evaluation and selection of suppliers from an environmental point of view may lead to the selection of unsuitable business partners whose shortcomings could create increased costs for the organisation through lawsuits, fines, penalties or reputational damage. A supply chain that has not been adequately assessed on environmental aspects could cause delays or blockages in supplies, leading to reduced or lost revenues and increased procurement costs, while supplies or services related to the energy transition, due to highly unstable markets and/or limited supplier capacity could cause delays, cancellation of orders or increased costs of supplies.	Short Medium-long	Risk	Direct	✘
ESRS E5	Resource inflows	The difficulty in obtaining raw materials useful for the production of finished products planned by the Group can be caused either by the scarcity of resources (supply lower than demand) or by political or economic unrest, such as international conflicts, which create disruptions or changes throughout the supply chain. This could cause delays or blockages in supplies, a decrease in the quality of supplies and lead to a reduction or loss of revenues and an increase in procurement costs.	Medium-long	Risk	Indirect	✘
ESRS E5	Resource inflows, Waste	The development of a sustainable and sustainability-aware value chain offers numerous advantages. First of all, the implementation of sustainable practices leads to greater operational efficiency, reducing costs by optimising resources and minimising waste. From a reputational point of view, companies that adopt sustainable practices gain customer trust, attracting investments and partnership opportunities. This commitment to sustainability also stimulates innovation, leading to the development of new eco-friendly products, thus increasing competitiveness in the market.	Medium-long	Opportunity	Direct	✘
ESRS E5 ESRS E1	Resource inflows, Outflows of connected resources and Waste Energy	The development and expansion of options to increase the use of recycled or recyclable materials and reduce energy use and waste generation could lead to increased revenues due to a growing demand for more sustainable products from customers, investors, and other stakeholders.	Medium-long	Opportunity	Direct	✘
ESRS E5 ESRS E1 ESRS E4	Resource inflows, Outflows of connected resources and Waste Energy Factors of direct impact on the loss of biodiversity	Failure to implement or inadequate implementation of circular economy policies by the Group could result in the inability to transition to a new economic model that envisages: elimination of wastefulness and waste, circulation of products and materials, and regeneration of nature. This could lead to environmental performance stalling or declining (because no approaches are followed to reduce CO2 emissions or to reduce wastefulness and waste) and a worsening in the use of available energy and resources (and, therefore, higher costs). Failure to contribute to the protection of the environment and the lack of a drive for innovation would lead to a deterioration of the company's image and reputation with consumers and institutions, which are increasingly attentive to the issue of sustainability, with a consequent decrease in revenues and gross margin.	Medium-long	Risk	Direct	✘

ESRS E5 ESRS E1	Resource inflows, Outflows of connected resources and Waste Energy	Failure to design eco-compatible products could result in the organisation not complying with the European regulatory framework regarding the design of eco-sustainable products structured to improve the circularity of products, energy performance and other environmental sustainability aspects. This could lead to both an increase in operating costs to comply with new or more stringent regulations, increased consultancy costs to produce the mandatory reporting, increased staff costs to comply with new regulations, and a decline of the company's image and reputation with consumers and institutions, who are increasingly aware of the issue of sustainability, resulting in a decrease in revenues and gross margin.	Medium-long	Risk	Direct	✘
ESRS E5 ESRS G1	Resource inflows Management of relations with suppliers	Dependence on a limited number of suppliers subjects the Group to the risk of being vulnerable to external damage and/or operational interruptions (including downtimes due to supply chain disruptions) due to special events (e.g., strikes or fines), geopolitical incidents, environmental and/or social non-compliance, compromising the continuity and efficiency of business operations. Such risks would result in delays or blockages in supplies, which could lead to increased procurement costs or reduced revenues.	Short Medium-long	Risk	Indirect	✘
ESRS S1	Work conditions	Potential accidents and an increase in work-related injuries and illnesses could be due to the failure to implement a proper corporate risk analysis, resulting in the non-implementation of all essential accident prevention measures. The increase in accidents and work-related injuries could also result from a lack of dissemination of a health and safety culture. All this can lead to work inefficiencies, increased legal costs, penalties, increased training costs, and reputational damage with loss of revenues.	Short	Risk	Direct	✘
ESRS S1	Work conditions	Strengthening and improving staff skills and developing talent and promoting welfare policies to improve the well-being of the Group's people could lead to numerous benefits, such as increased productivity, the reduction of costs related to recruitment programmes, the ability to attract key staff and talent and the reduction of employee turnover.	Short	Opportunity	Direct	✘
ESRS S1	Equal treatment and opportunities for all	The lack of adequate training for the job profiles that are in demand within the organisation can affect employee satisfaction, which could lead to numerous disadvantages, such as decreased productivity, increased costs related to recruitment programmes, failure to attract qualified staff and an increased employee turnover rate. This could of course affect the Group's ability to innovate and competitiveness and result in the non-implementation of corporate objectives, reducing the organisation's ability to compete in the market and its financial results.	Short	Risk	Direct	✘
ESRS S1	Work conditions	Failure to adhere to appropriate working standards, such as increased working hours or lack of care for the working environment and people's well-being, could affect employee satisfaction and lead to decreased productivity and increased costs for recruitment programmes. Such issues could not only increase costs for lawsuits and penalties, but also greatly affect the organisation's reputation, resulting in a deterioration of the company's image and a consequent decrease in revenues and gross margin.	Medium-long	Risk	Direct	✘

ESRS S1	Work conditions	Non-competitive salary policies, unclear or inconsistent performance appraisal systems, benefit offers not aligned with employee needs could have an impact on employee satisfaction with consequent disadvantages such as decreased productivity, increased costs related to recruitment programmes, failure to attract qualified staff and an increased employee turnover rate. This could of course affect the Group's ability to innovate and competitiveness and result in the non-implementation of corporate objectives, reducing the organisation's ability to compete in the market and its financial results.	Medium-long	Risk	Direct	✘
ESRS S1	Equal treatment and opportunities for all	The lack of social sustainability practices within the organisational structure and business model, such as valuing diversity, respecting equal opportunities and non-discrimination principles, can lead to a potential increase in legal costs, increased employee turnover rates and decreased ability to retain key personnel.	Medium-long	Risk	Direct	✘
ESRS S1	Other labour-related rights	The lack of social sustainability practices within the organisational structure and business model, including respect for human rights, can lead to a potential increase in legal costs, employee turnover, and reduced ability to retain key personnel.	Medium-long	Risk	Direct	✘
ESRS S1 ESRS S4	Equal treatment and opportunities for all Safety	Lack of ability to attract or recruit suitable professional profiles or deficiencies in the management and retention of qualified staff can have repercussions on employee satisfaction: inability to ensure adequate levels of training that enable employees to have profiles in line with the tasks they have to perform, decreased productivity, increased costs related to recruitment programmes, failure to attract qualified staff and an increased employee turnover rate. The lack of adequate professional skills could also lead to both a decrease in innovative capacity and a decrease in product quality, reducing the Group's competitiveness and the achievement of corporate goals. The above considerations would lead to a reduced ability to compete in the market and a decrease in financial performance.	Medium-long	Risk	Direct	✘
ESRS S2	Working conditions and Other labour-related rights	Lack of social sustainability practices within the value chain (suppliers, agents, etc.) may cause dissatisfaction and lack of commitment to co-operation on the part of the organisation's own employees or the white-collar workers of external suppliers, affecting the organisation's reputation as a sustainable partner, increasing costs for lawsuits, fines and reputational damage.	Short Medium-long	Risk	Indirect	✘
ESRS S2	Working conditions and Other labour-related rights	Lack of respect for human rights and sustainable practices along the value chain could lead to delays or blockages in supplies due to legal sanctions, protests, disruptions in supplier operations, difficulties in finding alternatives, and additional checks and audits. These factors compromise the stability and reliability of the supply chain, adversely affecting the timing of deliveries, leading to reduced or lost revenues.	Medium-long	Risk	Indirect	✘
ESRS S3	Economic and cultural rights of communities	The creation of specialisation paths for the transmission of know-how to new generations, contributing to the creation of professional profiles in line with their needs and organising specific training paths for the transmission of the skills required by the sector could lead to numerous advantages, such as the reduction of costs related to recruitment programmes, the ability to attract key staff and talent, reduced employee turnover, and, consequently, increased productivity.	Short	Opportunity	Direct	✘

ESRS S3	Economic and cultural rights of communities	Supporting cultural, social and educational initiatives in favour of the community contributes to strengthening the relationship with the local area and the positive perception of the Group by the community. This leads to a greater economic development of the areas in which the Group operates, a greater ability to attract new talent with a reduction in costs related to recruitment programmes and a greater attraction of key personnel.	Short	Opportunity	Indirect	✘
ESRS S3	Economic and cultural rights of communities	Supporting community-based educational initiatives contributes to the creation of professionalism and thus jobs along the entire value chain, generating a positive impact for the communities in which the Group operates and contributing to their economic and social development.	Short	Opportunity	Indirect	✘
ESRS S3	Economic, social and cultural rights of communities	Constant research and development in the medical sector lets El.En. Group bring innovative or improved technological solutions to the market that increase people's state of well-being and patients' quality of life, as well as contributing to the development of scientific knowledge worldwide. Thanks to this, the Group maintains and increases a high level of reputation, which increases the demand for its products and thus the Group's revenues. The ability to generate positive social impacts on people and the community through day-to-day research and development work also leads to an increased ability to attract new talent with reduced costs related to recruitment programmes and increased attraction of key personnel.	Medium-long	Opportunity	Direct	✘
ESRS S3	Economic, social and cultural rights of communities	Constant research and development in the industrial sector (also including the restoration niche) allows El.En. Group to market innovative or improved technological solutions that make it possible to further reduce the environmental impact of production processes, minimising waste, fumes, the use of chemical additives and eliminating the use of inks, glues, solvents, guaranteeing ever greater safety for the operator. Thanks to this, the Group maintains and increases a high level of reputation, which increases the demand for its products and thus the Group's revenues. The ability to generate positive social impacts on people and the environment through day-to-day research and development work also leads to an increased ability to attract new talent with reduced costs for recruitment programmes and increased attraction of key personnel.	Medium-long	Opportunity	Direct	✘
ESRS S3 ESRS E5	Economic and cultural rights of communities Resource inflows	The organisation may fail to establish, test, or update a business continuity plan and business recovery strategies, impacting its ability to continue production and/or provide essential services during extraordinary geopolitical events and/or particular economic conditions, resulting in its incurring unnecessary operating costs, total or partial production stoppages that would result in a decrease in revenues and possible financing.	Short Medium-long	Risk	Indirect	✘
ESRS S3 ESRS E5	Economic and cultural rights of communities Resource inflows	Failure to update business continuity plans and business recovery strategies could impact the organisation's ability to continue production and/or provide essential services in the event of extraordinary socio-cultural events (e.g., global financial crises, wars, cyber-attacks, health crises, etc.). Failure to plan the actions to be taken following such events or to monitor them in their entirety could therefore lead to interruptions or delays in the procurement of materials and thus delays in production, resulting in difficulties in keeping to what was planned and impacting on customer activities and patient care.	Medium-long	Risk	Indirect	✘

ESRS S4	Personal safety of consumers or end users	Any missing or incomplete information on the products sold and/or non-compliance with the legislative requirements imposed on product labelling and traceability could affect consumer behaviour with a reduction in demand for the products/services offered and also have repercussions in terms of harm to the organisation's reputation due to a lack of information requested by stakeholders, a reduction in the Group's market share due to the entry of products that are more circular and that better meet stakeholder requirements, with a consequent reduction in revenues and margin.	Short Medium-long	Risk	Indirect	✘
ESRS S4	Personal safety of consumers or end users	Inadequate or inefficient monitoring processes may not detect product anomalies in a timely or correct manner, leading to a decrease in the perception of quality, safety and innovation of our products, and thus to a loss of image and reputation with a consequent decrease in financial performance; increased health and safety risks may lead to increased costs for litigation, compensation and/or penalties. Failure to meet customer needs can lead to a reduction in market share with loss of revenues.	Medium-long	Risk	Indirect	✓
ESRS S4	Personal safety of consumers or end users	The emergence of new technologies, the failure to adapt or the delayed adaptation of innovation and digitalisation of the Group's products, services and processes, or the failure to react/delayed reaction to changes required by the market could lead the organisation to fail to proactively identify, understand and respond to changes in strategy, business model, operations and activities of competitors, including barriers to entry, new competitors and business disruptions. Competitors might anticipate sudden and challenging changes in the market and regulatory scenarios by developing more technologically innovative products, establishing a sustainable competitive advantage, and El.En. might not be able to offer the same solutions, resulting in reduced revenues. This would lead to a decrease in revenues and margin.	Medium-long	Risk	Direct	✘
ESRS G1	Corporate culture	Failure to implement cyber protection of sensitive data may expose the organisation to possible risks/opportunities related to intellectual property theft. The risk of circulating confidential designs would have a negative impact on future revenues related to the market launch of innovative products before competitors.	Short Medium-long	Risk	Direct	✘
ESRS G1	Corporate culture	The circulation of erroneous or not entirely truthful information could have possible consequences in terms of non-compliance (e.g., EU Directive 2024/825, so-called greenwashing) and, in the event a non-compliance is found, considerable operational and reputational damage.	Short	Risk	Direct	✘
ESRS G1	Corruption and bribery	El.En. Group is subject to national and European competition and anti-corruption regulations (e.g., the European Union's Antitrust Regulation, which prohibits anti-competitive practices such as abuse of a dominant position, the Anti-Corruption Directive, which aims to prevent corruption and ensure transparency in business practices). Failure to comply with these regulations could result in the Group running the risk of sanctions, fines or reputational damage.	Short	Risk	Direct	✘
ESRS G1	Corporate culture	If the specific targets that El.En. Group has identified in the Sustainability Plan were not achieved, this could have negative repercussions, both on a reputational level, by reducing the attractiveness of the Group for stakeholders, especially investors, and on the level of declining sustainability ratings. This could lead to an increase in operating costs and consultancy costs to implement projects to align stakeholder expectations and improve related reporting, increased staff costs to follow up on these projects, and a deterioration in the company's image and reputation with other stakeholder groups, which are increasingly concerned about sustainability, resulting in a decrease in revenues and gross margin.	Medium-long	Risk	Direct	✘

ESRS G1	Corporate culture	<p>If the independent sustainability ratings for which El.En. Group is assessed were to deteriorate, this could have negative reputational repercussions, reducing the Group's attractiveness for stakeholders, particularly investors. This could lead to an increase in operating costs and consultancy costs to implement projects to align stakeholder expectations and improve related reporting, increased staff costs to follow up on these projects, and a deterioration in the company's image and reputation with other stakeholder groups, which are increasingly concerned about sustainability, resulting in a decrease in revenues and gross margin.</p>	<p>Short Medium-long</p>	Risk	Direct	✘
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The El.En. Group, identifies climate-related impacts, risks and opportunities not only by taking into account the main standards, context analysis and focusing on its specific activities, established business relations and the geographical context where the Group is active, but also by listening to internal stakeholders and indirectly involving external ones. Internal stakeholders' activities include managing the relationship with external stakeholders, thereby being aware of the potential impacts, risks and opportunities by which they might be affected or which might affect the organisation. As a result of their involvement, therefore, they are considered to be able to understand external stakeholders' views, and thus their input is key to identify and assess material IROs.

In identifying impacts, the El.En. Group takes into account the external context in which it is active, including its business activities and relationships, while the definition of risks and opportunities considers how these may arise from the impacts generated by the Group, i.e. the existence of dependencies on natural and social resources as sources of potential positive and/or negative financial effects.

In 2025, the El.En. Group launched the analysis activities based on the results and assessments carried out in the previous financial year, reviewing them to verify any changes and updates. In particular, the ESG-related impacts, risks, and opportunities identified last year—which had been submitted to Senior Management for evaluation to determine impact materiality and financial materiality—were re-examined. The El.En. Group's analysis and review of sustainability aspects identified through "impact materiality" began with the assessments performed in previous years to identify all effects on the economy, environment, people, and human rights arising from the organisation's activities or business relationships. For "financial materiality", on the other hand, the previous year's analysis served as the starting point; that analysis was itself based on the business risk assessment conducted by the Quality department and the climate risk analysis previously performed for CDP rating submissions in prior years.

The 2024 analysis included an initial step of documentary collection and review of internal and external sources (sustainability reports, non-financial statements of peers and competitors, ESG ratings, and regulatory developments such as CSRD, ESRS, and the Taxonomy Regulation), alongside the engagement of internal stakeholders to assess identified impacts by assigning magnitude and probability scores on a scale of 1 to 5. Furthermore, the assessment of financial risks and opportunities was conducted in accordance with the ESRS 1 principle, considering three-time horizons: short-term (1 year), medium-term (2-5 years) and long-term (over 5 years).

In 2025, an assessment was conducted regarding any changes in judgements, industry trends, and strategic priorities, using the same evaluation methodology (interviews and questionnaires). The results confirmed the 2024 findings and validated the approach based on magnitude and probability.

The Internal Control and Sustainability function identifies and reviews ESG risks through double materiality analysis. It subsequently assesses the materiality, probability, impacts, and financial, operational, and reputational consequences, defining priorities and management/mitigation measures. The process is integrated into the corporate risk management system and follows the same methodology as other risks, ensuring consistency across the Group's overall risk profile. The results are presented to the Control and Risk, Related Party Transactions, and Sustainability Committee and subsequently to the Board of Directors, with the involvement of the Executive responsible for the sustainability statement. These assessments influence strategic, financial, and operational decisions and are updated at least annually, with integration into sustainability reporting to ensure transparency for all stakeholders.

## IRO-2 – Disclosure requirements in ESRS covered by the undertaking’s sustainability statement

### ESRS 2 – General information

Disclosure requirements and Section		Data point
BP-1	General basis for preparation of sustainability statements	BP-1, 5
BP-2	Disclosures in relation to specific circumstances	BP-2, 9 et at.
GOV-1	The role of the administrative, management and supervisory bodies	GOV-1, 20 et at.
GOV-2	Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	GOV-2, 26
GOV-3	Integration of sustainability-related performance in incentive schemes	GOV-3, 29
GOV-4	Statement on due diligence	GOV-4, 32
GOV-5	Risk management and internal controls over sustainability reporting	GOV-5, 36 et at.
SBM-1	Strategy, business model and value chain	SBM-1, 39 et at.
SBM-2	Interests and views of stakeholders	SBM-2, 45 et at.
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	SBM-3, 48 et at.
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	IRO-1, 53 et at.
IRO-2	Disclosure requirements in ESRS covered by the undertaking’s sustainability statement	IRO-2, 56 et at.

### E1 – Climate change

Disclosure requirement and Section		Data point
ESRS 2 GOV 3	Integration of sustainability-related performance in incentive schemes	E1 - 13
E1-1	Transition plan for climate change mitigation	E1 - 17
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	E1 - 18
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	E1 - 19
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	E1 - 20
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	E1 - 21
E1-2	Policies related to climate change mitigation and adaptation	E1-2-24
E1-2	Policies related to climate change mitigation and adaptation	E1-2-25
E1-3	Actions and resources in relation to climate change policies	E1-3-28
E1-3	Actions and resources in relation to climate change policies	E1-3-29
E1-4	Targets related to climate change mitigation and adaptation	E1-4-30
E1-4	Targets related to climate change mitigation and adaptation	E1-4-31
E1-4	Targets related to climate change mitigation and adaptation	E1-4-32

E1-4	Targets related to climate change mitigation and adaptation	E1-4-33
E1-4	Targets related to climate change mitigation and adaptation	E1-4-34 b
E1-4	Targets related to climate change mitigation and adaptation	E1-4-34 e
E1-4	Targets related to climate change mitigation and adaptation	E1-4-34 d
E1-5	Energy consumption and mix	E1-5-37
E1-5	Energy consumption and mix	E1-5-38
E1-5	Energy consumption and mix	E1-5-39
E1-5	Energy consumption and mix	E1-5-40
E1-5	Energy consumption and mix	E1-5-41
E1-5	Energy consumption and mix	E1-5-42
E1-5	Energy consumption and mix	E1-5-43
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-48
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-49
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-50
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-51
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-52
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-53
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-54
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6-55

## E2 – Pollution

Disclosure requirements and Section		Data point
ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	E2,11
E 2-1	Policies related to pollution	E2-14
E 2-1	Policies related to pollution	E2-1-15 a
E 2-1	Policies related to pollution	E2-1-15 b
E 2-1	Policies related to pollution	E2-1-15 c
E2-2	Actions and resources related to pollution	E2-2-18
E2-2	Actions and resources related to pollution	E2-2-19
E2-3	Targets related to pollution	E2-3-22
E2-3	Targets related to pollution	E2-3-23
E2-3	Targets related to pollution	E2-3-24
E2-3	Targets related to pollution	E2-3-25

## E5 – Resource use and circular economy

Disclosure requirements and Section		Data point
ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	E5,11
E5-1	Policies related to resource use and circular economy	E5-1-14
E5-1	Policies related to resource use and circular economy	E5-1-15
E5-2	Actions and resources related to resource use and circular economy	E5-2-19
E5-2	Actions and resources related to resource use and circular economy	E5-2-20
E5-3	Targets related to resource use and circular economy	E5-3-21
E5-3	Targets related to resource use and circular economy	E5-3-22
E5-3	Targets related to resource use and circular economy	E5-3-23
E5-3	Targets related to resource use and circular economy	E5-3-24
E5-3	Targets related to resource use and circular economy	E5-3-25
E5-3	Targets related to resource use and circular economy	E5-3-27
E5-4	Resource inflows	E5-4-30
E5-4	Resource inflows	E5-4-31 a
E5-4	Resource inflows	E5-4-32
E5-5	Resource outflows	E5-5-35
E5-5	Resource outflows	E5-5-36
E5-5	Resource outflows	E5-5-37
E5-5	Resource outflows	E5-5-38
E5-5	Resource outflows	E5-5-39
E5-5	Resource outflows	E5-5-40

## S1 – Own workforce

Disclosure requirements and Section		Data point
ESRS 2, SBM-2	Interests and views of stakeholders	S1,12
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S1,13
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S1,14
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S1,15
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S1,16
S1-1	Policies related to own workforce	S1-19
S1-1	Policies related to own workforce	S1-20
S1-1	Policies related to own workforce	S1-21
S1-1	Policies related to own workforce	S1-22
S1-1	Policies related to own workforce	S1-23

S1-1	Policies related to own workforce	S1-24
S1-2	Processes for engaging with own workers and workers' representatives about impacts	S1-2-27
S1-2	Processes for engaging with own workers and workers' representatives about impacts	S1-2-28
S1-2	Processes for engaging with own workers and workers' representatives about impacts	S1-2-29
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	S1-3-32
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	S1-3-33
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	S1-3-34
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	S1-4-37
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	S1-4-38
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### S3 – Affected communities

Disclosure requirements and Section		Data point
ESRS 2, SBM-2	Interests and views of stakeholders	S3,7
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S3,8
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S3,9
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S3,10
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## S4 – Consumers and end-users

Disclosure requirements and Section		Data point
ESRS 2, SBM-2	Interests and views of stakeholders	S4,8
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ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	S4,10
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## G1 – Business conduct

Disclosure requirements and Section		Data point
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ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	G1,6
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G1-2	Management of relationships with suppliers	G1-2-15
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## MDR-P – Policies adopted to manage material sustainability matters

The El.En. Group, has adopted a comprehensive set of policies aimed at ensuring responsible and sustainable management of its activities, monitoring the most relevant ethical, social, and environmental issues. Particularly significant among these are the Code of Ethics, the Environmental Policy, the Diversity Policy, the Human Rights Policy, the Anti-Corruption Policy, and the Whistleblowing Procedure.

The **Code of Ethics**, adopted by the Group in 2008, defines the values, principles and rules of conduct that guide all corporate activities. The Code of Ethics, approved by the El.En. Board of Directors, which is responsible for monitoring and implementing the Code, has been implemented by all subsidiaries, translated into local languages if necessary, and disseminated to all employees. The Code is an essential and functional element of all Group activities: the principles and rules it contains supplement the legislative, regulatory, statutory and contractual provisions governing the functioning of the corporate boards and the rights and duties of the addressees of the Code. The Code of Ethics is delivered to all new employees and is always available on the shared folders of the various companies; in some subsidiaries, a small amount of training is provided to new hires. The rules contained in the Code of Ethics are intended to protect the integrity of the Group and ensure compliance with the laws and regulations of each country in which it operates; the Group has set up appropriate communication channels through which reports of violations or suspected violations of the Code—or requests for clarification—may be submitted. Violation of the principles set out in the Code constitutes breach of contractual obligations arising from the employment and/or collaboration relationship and a source of damages.

The **Environmental Policy** affirms the centrality of protecting and safeguarding the environment: to this end, the Group plans its activities by seeking a balance between economic initiatives and unavoidable environmental needs, in consideration of the rights of future generations. The Environmental Policy applies to all companies of the El.En. Group. and to all collaborators, as well as anyone acting on behalf of these companies. The Policy is periodically updated according to possible changes in the context, the level of achievement of environmental objectives and to remain aligned with international best practices. The commitments referred to in the policy are related to the targets outlined in the Group's Sustainability Plan, and monitoring of the actions takes place at least annually. The Policy is periodically reviewed by management in order to update it if new commitments need to be incorporated or if it is assessed that it is no longer appropriate or up-to-date. It is specified that there are no references to third-party standards or initiatives that the Group commits to respect through the implementation of this Policy. The Environmental Policy, approved by the Board of Directors of the parent company El.En. S.p.A., which is responsible for monitoring and implementing this policy, has been transposed by the Group's subsidiaries, translated if necessary into local languages and sent to all employees. The policy is also available to all Group employees on the company Intranet and/or noticeboards as well as to all stakeholders on the institutional website [www.elengroup.com](http://www.elengroup.com) in the Governance/Ethics, integrity and compliance section.

The **Diversity Policy** establishes the commitment to valuing individuals and promoting an inclusive environment, ensuring respect for diversity and equal opportunities at every stage of the employment relationship. The Diversity Policy is approved by the Board of Directors of El.En., which is responsible for the monitoring and implementation of this policy, has been transposed by all subsidiaries, translated if necessary into local languages, and disseminated to all employees, as well as made available on the notice boards or public folders of each company.

The Group, through its **Human Rights Policy**, requires that all its collaborators, suppliers and business partners abide by its rules, commitments and principles and work in accordance with the highest ethical standards and in compliance with all applicable laws. The Group demands a commitment to condemn all forms and types of child labour, forced labour, and human trafficking, and to neither use nor support them. It is requested not to use or support any form of discrimination based on gender, age, sexual orientation, religion, social origin or any other condition that could give rise to discrimination in hiring, remuneration, access to training, promotion or termination of employment, and to adopt any form of human resources protection, to respect any form of association or collective bargaining, to comply with applicable laws on remuneration, benefits, working hours and overtime, and to be an indirect but effective mechanism to promote greater accountability along the supply chain. In this way, the Group contributes to disseminating and consolidating ethical and sustainable practices, strengthening the protection of workers even outside the company perimeter. This approach makes it possible

to exert a positive influence on the operating environment, promoting an ecosystem characterised by respect for human rights and social sustainability. The Human Rights Policy is approved by the Board of Directors of the parent company El.En. S.p.A., which is responsible for the monitoring and implementation of this policy, is transposed by the Group's subsidiaries and is translated if necessary into local languages and sent to all employees. The Policy is also available to all Group employees on the company Intranet and/or noticeboards as well as on the institutional website at [www.elengroup.com](http://www.elengroup.com) in the Governance/Ethics, integrity and compliance section available to all stakeholders. The Policy is periodically reviewed by management in order to update it if new commitments need to be incorporated or if it is assessed that it is no longer appropriate or up-to-date. The above Policy is to be considered an integral part of the duties of all collaborators, suppliers and business partners, with particular reference to the conduct of company activities and business, as well as to the standards to which stakeholders are required to adhere; the Policy applies to all Group companies, both in Italy and abroad, regardless of the geographical location of subsidiaries, collaborators, suppliers or business partners. The Human Rights Policy complies with internationally recognised instruments relevant to workers, including the UN Guiding Principles on Business and Human Rights. The Human Rights Policy also addresses suppliers and collaborators operating in the (downstream) value chain and thus activities involving all end users. The Group Policy is aligned with the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Furthermore, in line with the UN Guiding Principles on Business and Human Rights, we have set up an open-access communication channel and an internal process for handling any reports and implementing corrective actions that may be necessary. The Policy describes accessible and anonymous reporting channels to allow consumers to express concerns or report violations, and refers to the Whistleblowing procedure for a description of the prompt investigation and resolution processes that ensure an effective and transparent response.

The ethical dimension is further safeguarded by the **Anti-Corruption Policy**, which requires all Group employees and anyone working on its behalf to strictly comply with the anti-corruption regulations in force in the countries in which the Group is present, without exception or tolerance for non-compliant behaviour. In their conduct, all collaborators carrying out activities in the name and on behalf of a company belonging to the Group, regardless of where they are located, must comply with the Policy and with all anti-corruption legislation in force in the countries where they are employed or active, if more restrictive. Any country-specific guidelines must be consistent with this Policy; no violation of federal, state, or international laws is permitted or tolerated.

Supporting all Group policies is the **Whistleblowing Procedure**, which governs the methods and channels—including anonymous ones—for reporting irregular behaviour or suspected violations. In compliance with Directive (EU) 2019/1937 and implemented by the El.En. Group, it applies to employees, collaborators, members of the corporate bodies, shareholders, customers, partners, and suppliers. The procedure guarantees confidentiality, protection from retaliation, and independent, objective, and timely management of reports, including the adoption of any corrective and disciplinary actions. All Group policies refer to the Whistleblowing Procedure, which is also available on the institutional website.

The addressees of the procedure are employees, collaborators, members of corporate boards and shareholders of the Company and/or Group companies as well as partners, customers, suppliers, consultants, collaborators and shareholders of the Company and/or Group companies. Addressees who become aware of violations are encouraged to report them promptly using the described methods, refraining from undertaking independent analysis or investigation. All El.En. Group Policies regarding the submission of reports and the procedure for managing them refer to the "Whistleblowing Procedure" available on the website [www.elengroup.com](http://www.elengroup.com) in the section Governance/management of reports/Whistleblowing. El.En. has procedures in place to expeditiously, independently and objectively investigate incidents concerning the undertaking's conduct, including cases of active and passive corruption. The El.En. Group, guarantees the confidentiality of the sources and information that comes into its possession, without prejudice to legal obligations. The Group does not tolerate any form of retaliation against anyone who makes a report in good faith, nor against anyone who has refused to carry out actions contrary to this document, even if there have been negative consequences for the business as a result of such a refusal. Therefore, any employee, collaborator or stakeholder who becomes aware of a suspected or known violation of the Policies or laws in question must immediately report it, even anonymously, through the channels indicated in the Whistleblowing Procedure.

Through this integrated system of policies and procedures, the El.En. Group ensures the structured, transparent, and responsible management of the most material sustainability issues, reinforcing its commitment to ethics, respect for people, environmental protection, and business integrity.

## **MDR-A – Actions and resources in relation to material sustainability matters**

The actions undertaken by the El.En. Group. and the resources dedicated to managing material sustainability matters are described in the following paragraphs.

## **MDR-M – Metrics in relation to material sustainability matters**

The metrics used by the El.En. Group. for monitoring relevant sustainability issues are reported in the following paragraphs, which illustrate in detail the indicators, calculation methods and results achieved.

## **MDR-T – Tracking effectiveness of policies and actions through targets**

The effectiveness of the policies and actions undertaken by the El.En. Group. are tracked through a structured system of objectives, indicators, and periodic checks, which makes it possible to transparently and measurably evaluate the level of progress made on sustainability commitments. This section illustrates the Group's Sustainability Plan and the related objectives and actions carried out during 2025. Please refer to the following chapters, where these objectives and actions will be detailed for each ESRS in question.

## Appendix B - List of datapoints that derive from other EU legislation

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Section
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816(5), Annex II		GOV 1 – The role of the administrative, management and supervisory bodies
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		GOV 1 – The role of the administrative, management and supervisory bodies
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				GOV 4 - Statement on due diligence
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453(6)Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		SBM 1 – Strategy, business model and value chain
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		SBM 1 – Strategy, business model and value chain
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818(7), Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		SBM 1 – Strategy, business model and value chain
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		SBM 1 – Strategy, business model and value chain
ESRS E1-1 Transition plan to reach climate				Regulation (EU) 2021/1119, Article 2(1)	E1-1 – Transition plan for climate change mitigation

neutrality by 2050 paragraph 14					
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking Book- Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		E1-1 – Transition plan for climate change mitigation
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		E1-4 – Targets related to climate change mitigation and adaptation
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				E1-5 – Energy consumption and mix
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				E1-5 – Energy consumption and mix
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				E1-5 – Energy consumption and mix
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		E 1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		E 1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not relevant
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66				Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II	Not detectable (Transitional provision)
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).				Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.	Not detectable (Transitional provision)
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).				Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral	Not detectable (Transitional provision)
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69				Delegated Regulation (EU) 2020/1818, Annex II	Not detectable (Transitional provision)
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not relevant
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not relevant

ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not relevant
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not relevant
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not relevant
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not relevant
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				E5-5 – Resource outflows
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				E5-5 – Resource outflows
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				S1-1 – Policies related to own workforce
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		S1-1 – Policies related to own workforce

ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				S1-1 – Policies related to own workforce
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				S1-1 – Policies related to own workforce
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns
ESRS S1-14 Number of fatalities and number and rate of work- related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		S1-14 – Health and safety metrics
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				S1-14 – Health and safety metrics
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		S1-16 – Compensation metrics (pay gap and total compensation)
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				S1-16 – Compensation metrics (pay gap and total compensation)
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				S1-17 – Incidents, complaints and severe human rights impacts
ESRS S1-17 Non- respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		S1-17 – Incidents, complaints and severe human rights impacts
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				S3-1 – Policies related to affected communities
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		S3-1 – Policies related to affected communities
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				S4-1 – Policies related to consumers and end-users
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		S4-1 – Policies related to consumers and end-users
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end- users, and effectiveness of those actions
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				G1-1 – Corporate culture and bBusiness conduct policies and corporate culture

ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				G1-1 – Corporate culture and bBusiness conduct policies and corporate culture
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		G1-4 – Confirmed incidents of corruption or bribery
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				G1-4 – Confirmed incidents of corruption or bribery

## 2. ENVIRONMENTAL INFORMATION

### Disclosure pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

#### Presentation of the Taxonomy Regulation and Delegated Acts (including definitions of eligible and aligned activities)

The Taxonomy Regulation 852 of 2020 sets out the criteria for defining an economic activity as environmentally sustainable. The European Taxonomy has identified six environmental objectives to which economic activities can contribute:

- mitigation of climate change;
- adaptation to climate change;
- sustainable use and protection of water and marine resources;
- transition to a circular economy;
- prevention and reduction of pollution;
- protection and restoration of biodiversity and ecosystems.

As required by the Taxonomy legislation, the El.En. Group has disclosed the proportions of Turnover, CapEx, and OpEx related to "eligible" activities, i.e. those admissible by the Taxonomy Regulation as referred to therein. To be recognised as "aligned"—meaning they meet the requirements defined by the Taxonomy Regulation—activities identified as eligible must satisfy the relevant Technical Screening Criteria, must not significantly harm any of the other environmental objectives (Do No Significant Harm - DNSH) to which they do not directly contribute, and must be carried out in compliance with Minimum Safeguards regarding social and governance matters.

With regard to information relating to the EU Taxonomy, for the 2025 financial year the El.En Group has availed itself of the option of not resorting to the simplifications introduced by Delegated Regulation (EU) 2026/73 with reference to Regulations (EU) 2021/2178, 2021/2139 and 2023/2486.

#### Summary of the results of the assessment on minimum safeguards and the analysis carried out per activity (substantive contribution criteria and DNSH)

During 2025, the El.En. Group continued its efforts to bridge the gaps identified in its practices, policies, and procedures, with the goal of achieving alignment in the coming years for all activities identified as eligible across the six environmental objectives.

A climate risk and vulnerability analysis was completed this year to support the alignment process.

Over the past year, the El.En. Group has made a significant effort to complete the alignment process regarding Minimum Safeguards requirements. Additionally, it achieved alignment for activities 7.4 ("Installation, maintenance, and repair of charging stations for electric vehicles in buildings") and 7.6 ("Installation, maintenance, and repair of renewable energy technologies"), linked to the Taxonomy's Climate Change Mitigation objective.

## List of eligible activities and linkage with business activities (core and non-core), KPI presentation and context information

For the items in the numerator, we proceeded to identify the items associated with the mapped activities as eligible. In reference to turnover<sup>2</sup>, the amounts can be associated with the following activities of the Circular Economy objective: - 1.2 Manufacture of electrical and electronic equipment; - 5.1 Repair, refurbishment and remanufacturing; - 5.2 Sale of spare parts; - 5.4 Sale of second-hand goods. For activities 5.1, 5.2 and 5.4, reference was made only to companies with NACE code C26, as required by the Regulation.

Turnover from the sale of products and services amounted to EUR 590.849 thousand; the eligible portion is 88% (EUR 519.893 thousand) and includes the revenue from sales of all new and used laser systems, and the service turnover (net of consumables) of Group companies whose NACE codes are deemed eligible within these activities. These revenues come from contracts or orders signed with customers. 93% represents sales of new systems, 1% sale of used systems, 4% represents the revenue from technical assistance for repairs, and 2% from revenues for the sale of spare parts.

During the financial year, regarding significant CapEx proportions related to the purchase of goods or services from Taxonomy-eligible economic activities or individual measures that contributed to reducing the emission profile of our assets, the Group considers activity 7.6 ("*Installation, maintenance, and repair of renewable energy technologies*") to be aligned with the Taxonomy's Climate Change Mitigation objective. This is because both the Minimum Safeguards—completion of which was an essential prerequisite for alignment—and the Technical Screening Criteria (Substantial Contribution and DNSH) were met. Activity 7.6 represents 4% of total eligible CapEx and serves as a tangible sign of the progress made along the Taxonomy alignment path, highlighting the ongoing commitment to transitioning toward an increasingly sustainable business model. The other investments are currently not aligned with the Climate Delegated Act: having clarified the necessary requirements, the Group is progressively introducing them to ensure an increasing portion of investments becomes aligned and to improve the level of alignment for eligible activities year on year.

In particular, these amounts are associated with the following activities: CE 1.2. Manufacture of electrical and electronic equipment; CCM 3.3 Manufacture of low-carbon technologies for transport; CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles; CCA 7.2 /CCM 7.2 /CE 3.2. Renovation of existing buildings; CCA 7.3. - CCM 7.3 Installation, maintenance and repair of energy efficiency devices; CCA 7.6. - CCM 7.6 Installation, maintenance and repair of renewable energy technologies; CCA 7.7 - CCM 7.7 Acquisition and ownership of buildings.

Additions to tangible and intangible assets during 2025 amounted to EUR 19.850 thousand: the eligible portion of these additions is equal to 41,4% (EUR 8.210 thousand). These additions do not result from acquisitions or business combinations, nor do they relate to expenses incurred for activities aligned with the Taxonomy or to enable the alignment of economic activities to the Taxonomy. Investments related to eligible activities consist of: 35% from additions for the long-term leasing and purchase of passenger cars; 48% from additions for the purchase or renovation of buildings; 16% from additions related to renewable energy or high-energy efficiency plants; and the remaining 1% from additions for plants functional to production (assets under construction and advances related to all the above categories are already included within the reported percentages).

In line with the *Disclosure Delegate Act*, to calculate the OpEx proportion, the Group considered the following values: – denominator: to calculate the denominator, the Group performed a detailed analysis of its Chart of Accounts, identifying the items that could be associated with the cost categories expressly cited by the *Disclosure Delegate Act*. Specifically: Short-term leases, for which items from the Chart of Accounts relating to leases recognised in the Income Statement were considered, as they relate to contracts with a duration of less than 12 months (representative of the IFRS 16 exemption); Costs relating to maintenance and repairs incurred during the year on owned and third-party buildings, plants, and measuring instruments. This category included costs related to employees involved in maintenance and repair activities as well as maintenance commissioned from third-party companies; Costs relating to maintenance and repairs incurred during the year on high-energy efficiency plants, charging stations for electric vehicles, devices for measuring and controlling energy performance, renewable energy plants, and plants functional to production; Costs associated with the "day-to-day servicing of assets", i.e. the costs related to the upkeep of plants and buildings. Non-capitalised research

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<sup>2</sup> It should be noted that the analysis of the Turnover did not take into account the revenues from the sale of self-generated energy that was subsequently injected into the grid, since - given that this is a non-material activity for business - it is found to be negligible (it amounts to EUR 33,6 thousand, i.e. 0,006% of the total value of production).

and development costs related to activities aimed at studying new and improved products. The OpEx identified for the denominator amount to EUR 21.412 thousand; the eligible portion of these additions is 6,5% (EUR 1.389 thousand). Operating expenses related to eligible activities consist of: 50% from maintenance and repairs on owned and third-party properties; 7% from short-term leases for passenger cars; 38% from the cost of internal personnel involved in maintenance and cleaning; and 4% related to maintenance of high-energy efficiency plants, renewable energy plants, and plants instrumental to production.

During the current financial year, activities 7.4 ("Installation, maintenance, and repair of charging stations for electric vehicles in buildings") and 7.6 ("Installation, maintenance, and repair of renewable energy technologies") are aligned with the Taxonomy's Climate Change Mitigation objective, as they meet the Technical Screening Criteria (Substantial Contribution and DNSH), as well as the Minimum Safeguards. The other OpEx remain to date not aligned with the Climate Delegated Act. However, having completed the analysis of the required characteristics, the Group is progressively implementing them, with the aim of increasing the level of alignment of eligible activities over time.

The Group considers the OpEx as not aligned with the Climate Delegated Act. In particular, these amounts are associated with the following activities of the Circular Economy objective: - 1.2 Manufacture of electrical and electronic equipment. Climate Change Adaptation and Mitigation objective activities: - 7.3 Installation, maintenance and repair of energy efficiency devices; 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings; - 7.6 Installation, maintenance and repair of renewable energy technologies; - 7.7 Acquisition and ownership of buildings. Climate Change Mitigation objective activities: - 6.5 Transport by motorbikes, passenger cars and light commercial vehicles.

The following table summarises the revenues:

Financial year 2025	2025			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) revenue year 2024	Enabling activity category	Transition activity category
	Code	Revenue	Proportion of revenue, year 2025	Climate Change mitigation	Climate Change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate Change mitigation	Climate Change adaptation	Water	Pollution	Circular economy	Biodiversity				
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Manufacture of electrical and electronic equipment	CE 1.2	-	0%	N/EL	N/EL	N/EL	N/EL	N	N/EL	N	N	N	N	N	N	N			
Sale of second-hand goods	CE 5.4	-	0%	N/EL	N/EL	N/EL	N/EL	N	N/EL	N	N	N	N	N	N	N			
Repair, refurbishment and remanufacturing	CE 5.1	-	0%	N/EL	N/EL	N/EL	N/EL	N	N/EL	N	N	N	N	N	N	N			
Sale of spare parts	CE 5.2	-	0%	N/EL	N/EL	N/EL	N/EL	N	N/EL	N	N	N	N	N	N	N			
<b>Revenue of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		-	<b>0%</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
<b>of which Enabling</b>		-	<b>0%</b>															E	
<b>of which Transitional</b>		-	<b>0%</b>															T	
<b>A.2 Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Manufacture of electrical and electronic equipment	CE 1.2	483.274	81,8%	N/EL	N/EL	N/EL	N/EL	EL	N/EL									82%	
Sale of second-hand goods	CE 5.4	5.186	0,9%	N/EL	N/EL	N/EL	N/EL	EL	N/EL									1%	
Repair, refurbishment and remanufacturing	CE 5.1	23.249	3,9%	N/EL	N/EL	N/EL	N/EL	EL	N/EL									4%	
Sale of spare parts	CE 5.2	8.184	1,4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL									2%	
<b>Revenue of activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)</b>		<b>519.893</b>	<b>88,0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>88%</b>	<b>0%</b>										
<b>A. Revenue of taxonomy-eligible activities (A.1+A.2)</b>		<b>519.893</b>	<b>88,0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>88%</b>	<b>0%</b>										
<b>B. TAXONOMY NOT ELIGIBLE ACTIVITIES</b>																			
<b>A. Revenue of taxonomy not eligible activities</b>		70.956	<b>12,0%</b>																
<b>Total (A+B)</b>		<b>590.849</b>	<b>100%</b>																

	Proportion of Turnover / Total Turnover	
	Taxonomy-aligned for objective	Taxonomy-eligible for objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	88,0%
PPC	0%	0%
BIO	0%	0%

Below is a table summarising the Group's investments in 2025:

Financial year 2025	2025			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) revenue year 2024	Enabling activity category	Transition activity category
	Code	Revenue	Proportion of revenue, year 2025	Climate Change mitigation	Climate Change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate Change mitigation	Climate Change adaptation	Water	Pollution	Circular economy	Biodiversity				
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Manufacture of electrical and electronic equipment	CE 1.2	-	0%	N/EL	N/EL	N/EL	N/EL	N	N/EL	N	N	N	N	N	N	N			
Manufacture of low carbon technologies for transport	CCM 3.3	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N			
Renovation of existing buildings	CCA 7.2 - CCM 7.2 - CE 3.2	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N			
Installation, maintenance and repair of energy efficiency equipment	CCA 7.3 - CCM 7.3	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N			
Installation, maintenance and repair of renewable energy technologies	CCA 7.6 - CCM 7.6	734	3,7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N			
Acquisition and ownership of buildings	CCA 7.7 - CCM 7.7	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N			
<b>CapEx of the environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>734</b>	<b>3,7%</b>	<b>3,7%</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
	of which Enabling	<b>734</b>	<b>3,7%</b>															E	
	of which Transitional	-	0%															T	
<b>A.2 Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Manufacture of electrical and electronic equipment	CE 1.2	78	0,4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL									2%	
Manufacture of low carbon technologies for transport	CCM 3.3	297	1,5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									4%	
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	2.588	13,0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									15%	
Renovation of existing buildings	CCA 7.2 - CCM 7.2 - CE 3.2	2.911	14,7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									18%	
Installation, maintenance and repair of energy efficiency equipment	CCA 7.3 - CCM 7.3	554	2,8%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									1%	
Installation, maintenance and repair of renewable energy technologies	CCA 7.6 - CCM 7.6	-	0,0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									3%	
Acquisition and ownership of buildings	CCA 7.7 - CCM 7.7	1.049	5,3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									14%	
<b>CapEx of activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)</b>		<b>7.476</b>	<b>37,7%</b>	<b>37,3%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,4%</b>	<b>0,0%</b>										
<b>A. CapEx of taxonomy-eligible activities (A.1+A.2)</b>		<b>8.210</b>	<b>41,4%</b>	<b>41,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,4%</b>	<b>0,0%</b>										
<b>B. TAXONOMY NOT ELIGIBLE ACTIVITIES</b>																			
<b>A. CapEx of taxonomy not eligible activities</b>		<b>11.668</b>	<b>58,8%</b>																
<b>Total (A+B)</b>		<b>19.850</b>	<b>100%</b>																

	Proportion of CapEx/ Total CapEx	
	Taxonomy-aligned for objective	Taxonomy-eligible for objective
CCM	3,7%	37,3%
CCA	0%	26,4%
WTR	0%	0%
CE	0%	15,1%
PPC	0%	0%
BIO	0%	0%

Below is a summary table for the Group's Opex for 2025:

Financial year 2025	2025			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards	Proportion of taxonomy-aligned (A.1) or eligible (A.2) revenue year 2024	Enabling activity category	Transition activity category
	Economic activities	Code	Revenue	Proportion of revenue, year 2025	Climate Change mitigation	Climate Change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate Change mitigation	Climate Change adaptation	Water	Pollution	Circular economy				
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N	N/EL		
CE 1.2. Manufacture of electrical and electronic equipment	CE 1.2	-	0%	N/EL	N/EL	N/EL	N/EL	N	N/EL	N	N	N	N	N	N	N	N/EL		
CCA 7.7 - CCM 7.7 Acquisition and ownership of buildings	CCA 7.7 - CCM 7.7	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N	N/EL		
CCA 7.3 - CCM 7.3 Installation, maintenance and repair of energy efficiency equipment	CCA 7.3 - CCM 7.3	-	0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N	N/EL		
CCA 7.4 - CCM 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCA 7.4 - CCM 7.4	1	0,003%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N	N/EL		
CCA 7.6 - CCM 7.6 Installation, maintenance and repair of renewable energy technologies	CCA 7.6 - CCM 7.6	15	0,1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N	N/EL		
<b>OpEx of the environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>15</b>	<b>0,1%</b>	<b>0,1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>			
		of which Enabling	15	0,1%														E	
		of which Transitional	-	0%														T	
<b>A.2 Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	92	0,4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%		
CE 1.2. Manufacture of electrical and electronic equipment	CE 1.2	551	2,6%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								2%		
CCA 7.7 - CCM 7.7 Acquisition and ownership of buildings	CCA 7.7 - CCM 7.7	697	3,3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2%		
CCA 7.3 - CCM 7.3 Installation, maintenance and repair of energy efficiency equipment	CCA 7.3 - CCM 7.3	14	0,1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
CCA 7.4 - CCM 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCA 7.4 - CCM 7.4	-	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
CCA 7.5 - CCM 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCA 7.5 - CCM 7.5	20	0,1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
CCA 7.6 - CCM 7.6 Installation, maintenance and repair of renewable energy technologies	CCA 7.6 - CCM 7.6	-	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
<b>OpEx of activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)</b>		<b>1.374</b>	<b>6,4%</b>	<b>3,8%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>2,6%</b>	<b>0,0%</b>										
<b>A. OpEx of taxonomy-eligible activities (A.1+A.2)</b>		<b>1.389</b>	<b>6,5%</b>	<b>3,9%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>2,6%</b>	<b>0,0%</b>										
<b>B. TAXONOMY NOT ELIGIBLE ACTIVITIES</b>																			
A. OpEx of taxonomy not eligible activities		20.023	93,5%																
<b>Total (A+B)</b>		<b>21.412</b>	<b>100%</b>																

	Proportion of OpEx/ Total OpEx	
	Taxonomy-aligned for objective	Taxonomy-eligible for objective
CCM	0,1%	3,8%
CCA	0%	3,5%
WTR	0%	0%
CE	0%	2,6%
PPC	0%	0%
BIO	0%	0%

## **E.1 Climate change**

### **ESRS 2 GOV 3 - Integration of sustainability-related performance in incentive schemes**

It is specified that climate-related aspects were also taken into account for the incentive systems of the administration, management and control bodies. For further details, please refer to the section "GOV 3 – Integration of sustainability-related performance in incentive schemes" in the "General Information" section.

#### **E1-1 – Transition plan for climate change mitigation**

As of 2025, the Group has not yet adopted a formal climate transition plan. This is because the analysis of the most impactful areas of the value chain—particularly those related to procurement and transport—is still ongoing; such data is essential for defining credible reduction targets and truly effective operational actions. In parallel, the Group has developed and approved a climate adaptation plan, aimed at identifying the primary physical risks arising from climate change and defining priority measures to increase operational resilience. The work performed in 2025 represents a fundamental step toward completing the Group's knowledge base and will serve as the foundation for structuring a robust, realistic transition plan that is fully integrated into the corporate strategy.

#### **SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model**

For the identification of impacts, risks and opportunities related to climate change, please refer to paragraph SBM-3 of the "General Information" section. With specific reference to ESRS E1, the double materiality analysis of the EI.En. Group identified some relevant impacts and risks that can be found in the table in the previous paragraph "IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities".

#### **IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities**

The primary climate change risks identified as significant for the Group relate exclusively to physical risks arising from the potential increase in the frequency and intensity of extreme weather events (floods, inundations, landslides, storm surges, cloudbursts, and snowstorms). The occurrence of such events could lead to business reduction or interruption, or damage to the infrastructure of the Group or its operating partners, with consequent impacts on operational continuity. Furthermore, these events could cause power grid overloads and blackouts, affecting productivity at offices and plants and causing potential damage due to sudden power failures.

To mitigate these risks, the Parent Company and its Italian subsidiaries have taken out an insurance policy that covers direct damages from atmospheric events such as hurricanes, storms, wind, hail, floods and earthquakes.

These risks are currently considered to be significant in the medium to long term. Therefore, no significant impacts on accounting estimates are recorded for this fiscal year. The analyses performed will be updated annually in light of the phase-in deadline on the expected financial effects and additional detailed considerations arising from them that may affect the assumptions underlying the financial statements estimates. In view of this assessment, to date the Group has not planned any significant changes in its business model and strategy.

For the identification of impacts, risks and opportunities related to climate change, please refer to the IRO paragraph in the "General Information" section. With specific reference to ESRS E1, the double materiality

analysis of the El.En. Group identified one relevant impact, no risks and no opportunities, that can be found in the table in the previous paragraph "IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities".

## **E1-2 – Policies related to climate change mitigation and adaptation**

The El.En. Group has not adopted specific policies dedicated to climate change adaptation; however, it refers to its Environmental Policy, which defines the approach to managing environmental aspects across all Group activities, with focus on actual or potential negative impacts, as well as related risks and opportunities. The Policy identifies the actions and commitments undertaken to prevent, mitigate, or remedy any significant environmental impacts and to structurally address the main risks and opportunities associated with climate change and natural resource management. The document is also fully aligned with the Group's Sustainability Plan, providing the operational framework for implementing the environmental objectives and commitments defined at a strategic level.

In this context, the Environmental Policy defines the structured approach of the El.En. Group to the management of climate change impacts (energy efficiency, energy procurement and production, reduction of energy consumption and GHG emissions, management of impacts and risks related to the Group's activities and processes, including those related to climate change), integrating sustainability into corporate strategies. Specifically, the Policy highlights the Group's commitment to reducing CO<sub>2</sub> emissions, improving energy efficiency through the use of better technologies, and promoting an increase in the proportion of renewable energy, both generated by its own plants and purchased.

The Policy also establishes short, medium and long-term improvement targets: to monitor the achievement of the CO<sub>2</sub> reduction commitments defined in our policy, we use specific performance indicators. In particular, we analyse the actual energy consumption by monitoring consumption within company bills, evaluate the installation of new photovoltaic systems to increase self-produced renewable energy, and monitor and sign contracts for the supply of green energy. In addition, we closely follow the installation of high-efficiency systems in our plants, especially during replacement, rebuilding or renovation work, to ensure continuous improvement of energy efficiency. Finally, value chain awareness and involvement initiatives are outlined to foster a sustainable transition.

For further information on the Group's Environmental Policy, please refer to the previous paragraph "MDR-P - Policies adopted to manage material sustainability matters".

## **E1-3 – Actions and resources in relation to climate change policies**

The El.En. Group, as part of its strategy, has implemented and planned a series of climate change mitigation and adaptation actions, with the aim of reducing CO<sub>2</sub> emissions and strengthening the resilience of its business with respect to climate change risks. These actions are integrated in the Environmental Policy and contribute to the achievement of the strategic objectives defined in the Sustainability Plan 2023 - 2027.

Decarbonisation lever: transition to renewable energy

Regarding this lever, we have established actions and allocated resources with the goal of reducing Scope 2 emissions through the installation of photovoltaic (PV) systems and an increase in renewable energy purchases. The main mitigation measures adopted in the reporting year include:

- increasing the number of photovoltaic systems: the first photovoltaic system at the subsidiary Cutlite Penta S.p.A. equal to 355 kW P and the first photovoltaic system at the subsidiary Lasit S.p.A. equal to 88,32 kW P have entered into operation; the installation of two additional PV systems at the El.En. headquarters in Calenzano (412 kWp and 55 kWp, respectively) was completed, with commissioning scheduled for 2026.

- increasing renewable energy procurement: last year, the Calenzano Hub companies and the subsidiaries Quanta System, Ot-Las S.r.l., Asclepion, and Lasit Iberica had already signed a contract for the supply of 100% renewable energy. During 2025, the subsidiaries Cutlite Penta S.p.A., Lasit, Asa, Dekka Sarl, Galli, Lasit Deutschland, and Nexam also signed contracts for the procurement of entirely renewable energy at various points during the year.

All these initiatives were coordinated by the Corporate Sustainability Office and fall within the objectives of the Sustainability Plan, which aims to improve the Group's energy efficiency, optimise resource consumption, and contribute to the reduction of Scope 2 emissions.

The monitoring of these actions involves all Group companies and, at an operational level, covers overall energy consumption, with a focus on efficiency and the progressive transition to renewable sources. Regarding the value chain, attention is primarily focused on internal activities—production plants and corporate offices—but also includes the selection of renewable energy suppliers. Key actors involved include internal functions (Operations, Energy Management, Procurement, Sustainability), energy suppliers, and technological partners for the installation of PV systems and high-efficiency energy solutions.

In the future, the Group's commitment will extend to the reduction of indirect Scope 3 emissions, which represent the most significant portion of the carbon footprint and are reported starting from this financial year. By increasing monitoring and broadening collaboration across the supply chain, the El.En. Group wants to promote targeted initiatives for the adoption of sustainable practices by its suppliers, encouraging the use of materials with a lower environmental impact, optimising logistics and reducing the carbon intensity of purchased products.

The implementation of these measures was supported by dedicated investments: for the reporting year, we allocated EUR 734 thousand for the installation of new photovoltaic systems, which are recorded under additions to tangible assets in the consolidated financial statements as at 31 December 2025. Please refer to the previous Taxonomy tables which include significant monetary amounts of CapEx required to implement actions undertaken or planned.

To date, the Group has not defined a specific quota to be allocated to decarbonisation, energy efficiency and the reduction of Scope 3 emissions. During 2025, it became clear that a deeper investigation is required into which interventions are truly effective in reducing the organisation's emissions, while simultaneously evaluating which technological or consulting partners can support their implementation. Before proceeding with the definition of the necessary investments, it is therefore fundamental to understand which initiatives offer the best ratio between expected impact and the required energy, organisational, and economic effort, in order to avoid ineffective or excessively costly interventions. Only upon completion of this technical and strategic analysis will it be possible to define an investment plan that is appropriate and consistent with the Group's sustainability objectives.

The time horizons of the main actions are defined in accordance with our Sustainability Plan: 2027 represents the interim target for achieving Scope 2 GHG emission reduction goals. Additional Scope 2 emission reduction targets have been added for 2030 and approved by the Board of Directors (for further details see section E1-4 below). The implementation of these actions already planned or yet to be implemented will contribute to the achievement of the objectives already defined in the environmental policy of GHG emission reduction.

The success of these initiatives also partly depends on external factors, including the evolution of the regulatory framework, technological progress and, in particular, the level of supply chain collaboration, which is essential to achieve decarbonisation targets along the entire supply chain.

From the perspective of climate change adaptation, our approach involves proactively identifying and managing climate risks that could affect our operations, ensuring greater operational resilience. We continuously monitor the development of climatic factors and take measures to prevent potential negative impacts on our production facilities, supply chain and resource availability.

The El.En. Group is committed to reducing its energy consumption through, where possible, improving processes and infrastructures and promoting energy-saving behaviour and habits, fostering the development of environmental awareness among people. During the year, an energy audit was conducted at the Calenzano Hub production site to provide an adequate understanding of the energy consumption profile and to identify and quantify cost-effective energy-saving opportunities; based on the data gathered during the site visit and subsequent analysis, several interventions were proposed and implemented to achieve the best energy-saving results: the planning and installation of new photovoltaic systems, roof refurbishments for certain buildings at the Calenzano site, LED relamping for all internal areas, and, in the early days of 2026, the installation of a "smart" electrical panel equipped with consumption monitoring and management for main lighting and climate control utilities.

With reference to the calculation of GHG emissions for Scope 3, in order to increase the accuracy of the data in the future and reduce the estimated impacts, the Group planned to evaluate possible actions to mitigate the environmental impact and, consequently, report the updated results. The actions identified for Group companies include:

- Improving the inventory by entering detailed data on raw material purchases, such as weight and material type, into corporate management systems;
- Monitoring and analysing the supply chain to identify suppliers capable of providing more accurate data.

## E1-4 – Targets related to climate change mitigation and adaptation

E1 - CLIMATE CHANGE				
Objectives	Targets	Deadline	2025 results	Scope
<p>REDUCTION OF EMISSIONS</p> <p>RENEWABLE ENERGY</p> <ul style="list-style-type: none"> <li>Increase the purchase of energy from renewable sources;</li> <li>Install new systems for the generation of renewable energy.</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of Scope 2 GHG emissions according to market-based methodology by 50% by 2030 compared to the 2022 baseline.</li> <li>Reduction of Scope 2 GHG emissions according to location-based methodology by 10% by 2030 compared to the 2022 baseline.</li> <li>Installation of an additional photovoltaic system by 2030.</li> </ul>	<p>2027</p> <p>2030</p>	<p>Reduction of Scope 2 GHG emissions according to market-based methodology by 81% compared to 2022 obtained. <b>The 2030 target was reached in 2025.</b></p> <p>Reduction of Scope 2 GHG emissions according to location-based methodology by 48% compared to 2022 obtained. <b>The 2030 target was reached in 2025.</b></p> <p>Initiated the installation of the third photovoltaic plant at the subsidiary Quanta System, which was completed in 2026.</p> <p>Two photovoltaic plants became operational: one at the subsidiary Cutlite Penta and one at the subsidiary Lasit S.p.A.</p> <p>During 2025 two photovoltaic plants were installed at the Calenzano site; they will become operational in 2026.</p> <p>Starting from 2025, the subsidiaries Cutlite Penta, Lasit S.p.A., Asa Laser, Galli S.r.l., Lasit Deutschland and Nexam signed contracts – at different times throughout the year – for the procurement of fully renewable energy. The parent company El.En. And subsidiaries Quanta System, Ot-las, Asclepion and Lasit Iberica had already signed such contracts.</p>	Group
<p>CERTIFICATIONS</p> <ul style="list-style-type: none"> <li>Implement internal activities aimed at obtaining ISO 14064 certification for El.En., Deka and Quanta.</li> </ul>	<ul style="list-style-type: none"> <li>Obtain ISO 14064 certification for the companies El.En., Deka and Quanta.</li> </ul>	2025	<p>The certification ISO 14064 for the companies El.En., Deka and Quanta and for the data relating to 2024 was obtained during 2025.</p>	<p>El.En. S.p.A.</p> <p>Deka Mela S.r.l.</p> <p>Quanta System S.p.A.</p>
<p>CLIMATE CHANGE</p> <ul style="list-style-type: none"> <li>Improve the analysis and management of climate change risks.</li> </ul>	<ul style="list-style-type: none"> <li>Define climate change risk analysis in accordance with the principles of the TCFD and obtain, at the end of the Plan, an improved score in the CDP rating compared to the result for 2022.</li> </ul>	2027	<p>Score B for the 2025 CDP rating obtained.</p>	Group

The El.En. Group has identified specific objectives related to climate change mitigation, in line with its commitment to manage and mitigate its environmental impact. These targets are included within the 2023 – 2027 Sustainability Plan (with 2022 as the base year for measuring progress), which was developed by the Sustainability Manager, reviewed by the Control and Risk, Related Party Transactions, and Sustainability Committee, and approved by Management and the Board of Directors of the parent company, El. En.. These targets were adopted by the El.En. Group to support the GHG emission reduction commitments set out in its Environmental Policy and to address material impacts, risks, and opportunities. Key metrics, including total energy consumption (MWh), the share of renewable energy used (%), and Scope 1 and 2 emissions, were used to define the targets, which are based on reliable data as they refer to consumption from the companies' billing system. Significant assumptions considered include the availability of renewable energy on the market and renewable energy plants and their affordability, as well as regulatory developments regarding energy transition and emission reduction, which could affect business strategies in the medium to long term.

In 2024, the Group had already achieved a 32% reduction in Scope 2 GHG emissions according to the Market-based method and a 2% reduction according to the Location-based method, thereby reaching its voluntary climate mitigation targets two years ahead of the 2027 deadline.

For this reason, new targets for 2030 were approved in the Sustainability Plan: a 50% reduction in Market-based Scope 2 GHG emissions by 2030 and a 10% reduction in Location-based Scope 2 GHG emissions by 2030, both relative to the 2022 base year.

Both of these targets were met in 2025: this result was achieved by increasing the proportion of certified renewable electricity purchased by the Group and by expanding photovoltaic systems, which increased the share of self-produced energy relative to total demand. Part of the improvement is also attributable to the exit from the consolidation scope of the Chinese companies, present in the 2025 financial statement only for the first six months of the year. These companies did not possess photovoltaic systems or renewable energy supply contracts, and thus previously contributed to a higher percentage of non-renewable energy use.

The Scope 2 GHG emission reduction target is an absolute target, as it refers to a concrete reduction in the total quantity of greenhouse gas emissions (expressed in tonnes of CO<sub>2</sub>) compared to the 2022 base year. The company's objectives related to the use of renewable energy are based on a detailed analysis of the company's energy needs and the potential of renewable energy sources. The increase in photovoltaic installations and the purchase of green energy were planned considering the potential for reducing CO<sub>2</sub> emissions.

The second objective related to reducing emissions and increasing the use of renewable energy is related to the installation of new photovoltaic systems, linked to both the GHG emission reduction commitment and the commitment to invest in the installation of photovoltaic systems, both of which are also reported in the Environmental Policy.

A further objective relates to the continuous improvement of climate risk analysis, which must be aligned with the principles of the TCFD by 2027. Finally, a target has been set for the annual attainment of ISO 14064 certification for El.En. S.p.A., Dekamela S.r.l. and Quanta System S.p.A.

During 2025, there were no significant changes to the metrics or calculation methodology.

In defining our greenhouse gas (GHG) emissions reduction strategy, we have adopted a targeted and progressive approach, focusing initially on the areas of greatest impact and the most effective levers for structural decarbonisation. At this stage, our priority was to reduce Scope 2 emissions, which required targeted investments to increase the supply of renewable energy and improve the energy efficiency of our production sites. As far as Scope 1 emissions are concerned, these stem mainly from the use of natural gas for heating buildings and from the fuels used in the company car fleet. Given their relatively small weight in relation to overall emissions and the limited scope for immediate reduction without major changes to the car fleet, we felt it was more effective to focus resources initially on measures with a more significant environmental impact. Our commitment now extends to Scope 3 emissions, which represent the largest portion of our carbon footprint. Once the reporting quality for indirect emissions has been improved, we will launch strategic initiatives—both internally and in collaboration with the supply chain—aimed at reducing indirect emissions across the entire life cycle of our products. This step will be crucial to consolidate our decarbonisation pathway, ensuring a holistic and progressive approach to reducing GHG emissions.

We evaluate our performance on targets annually, but data is collected, checked and analysed quarterly. Progress is communicated externally in our annual reports and internally in meetings with the Control and Risk, Related Party Transactions and Sustainability Committee. The metric used for CO<sub>2</sub>eq. tonnes. Performance on these metrics is broken down internally by segment and region to understand trends and define specific action plans. We ensure that our baseline is representative in terms of the activities covered by examining that the scope of activities remains nearly the same for all reporting years since the target was set, so that there is consistency year after year in the scope of measurement. Following the sale of the Chinese companies in July 2025, the reporting scope for this year remains aligned with the original 2022 baseline. Starting from the next financial year, the baseline will be updated to reflect the Group's new perimeter, ensuring consistency between the reference year and reporting years. We continue to focus our efforts on concrete and measurable actions, directing investments towards areas where we can generate the greatest impact, in line with best practices and stakeholder expectations.

The El.En. Group does not use carbon offsets to achieve its targets: carbon offsetting means investing in environmental projects that work to reduce future carbon emissions and can certainly play an important role in accelerating the global transition to Net Zero, but it does not exempt an entity from the obligation to directly reduce its own emissions. To ensure that we focus our actions on actually reducing emissions, we decided to pursue our climate targets without relying on emission-offsetting mechanisms.

The GHG emission reduction targets set by the El.En. Group, at the moment, are not based on scientific modelling. To determine our course of action in terms of climate change mitigation and adaptation, we have adopted a scenario-based climate and strategy approach.

Future developments, such as changing market and demand dynamics towards products with a lower environmental impact, reduced costs of renewables and possible regulatory incentives, and technological developments towards the adoption of new low-emission technologies, could accelerate the transition towards clean energy sources, increasing the potential for emission reductions. Maintaining a periodic review of assumptions allows strategies to be adapted to changes in the energy context, which is why the Group monitors these factors, ensuring that the decarbonisation path undertaken remains consistent with the evolution of the global context.

For the reduction of Scope 2 emissions, our strategy is based on the decarbonisation leverage of the transition to renewable energy, to be achieved through: 1. Installation of photovoltaic systems: we have initiated a plan to increase the number of photovoltaic systems installed at our production sites, with the aim of increasing the share of self-generated energy from renewable sources. The implementation of these solutions will make for a gradual reduction in reliance on the power grid and an estimated decrease in annual emissions. 2. Increased renewable energy procurement: we are increasing the share of electricity purchased from certified renewable sources, through supply contracts and the purchase of guarantees of origin. This strategy, combined with the former, contributes to the overall reduction of CO<sub>2</sub> emissions according to the Market-based methodology. The Group has no plans at this time to adopt new technologies to pursue its emission reduction targets. The adoption of the IEA B2DS scenario, compatible with limiting global warming to 1.5°C, focuses on increasing the use of renewable energy. This scenario provides a clear roadmap for the transition to low-emission technologies, highlighting the importance of investing in clean energy sources to significantly reduce emissions and achieve climate targets.

## Climate change mitigation and adaptation objectives

GHG emission reduction targets	Base year 2022	2027		Target year 2030		Target year 2050	
		t CO <sub>2</sub>	%	t CO <sub>2</sub>	%	t CO <sub>2</sub>	%
GHG emission reduction targets (Scope 1)	2.095	N/A	N/A	N/A	N/A	N/A	N/A
GHG emission reduction targets (Scope 2) - Location-based	2.710	136	5%	271	10%	N/A	N/A
GHG emission reduction targets (Scope 2) - Market-based	3.408	1.022	30%	1.704	50%	N/A	N/A
GHG emission reduction targets (Scope 3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## E 1-5 Energy consumption and energy mix

Energy consumption	2025	2024	Delta %
<b>Total energy consumption (MWh)</b>	<b>15.474</b>	<b>16.680</b>	<b>-7%</b>
Consumption from nuclear sources (MWh)	-	-	-
<b>Share of consumption from nuclear sources in total energy consumption (%)</b>	<b>0%</b>	<b>0%</b>	<b>-</b>
Fuel consumption for renewable sources including biomass, biofuels, biogas from renewable source, etc. (MWh)	120	95	26%
Consumption of purchased or acquired electricity, heat, steam, or cooling from renewable sources (MWh)	4.368	2.624	66%
Consumption of self-generated non-fuel renewable energy (MWh)	951	609	56%
<b>Total renewable energy consumption (MWh)</b>	<b>5.439</b>	<b>3.328</b>	<b>63%</b>
<b>Share of renewable sources in total energy consumption (%)</b>	<b>35%</b>	<b>20%</b>	<b>76%</b>
Fuel consumption from coal and coal products (MWh)	-	-	-
Fuel consumption from crude oil and petroleum products (MWh)	6.404	5.904	8%
Fuel consumption from natural gas (MWh)	2.526	3.286	-23%
Fuel consumption from other fossil sources (MWh)	-	-	-
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (MWh)	1.105	4.161	-73%
<b>Total fossil energy consumption (MWh)</b>	<b>10.035</b>	<b>13.352</b>	<b>-25%</b>
<b>Share of fossil sources in total energy consumption (%)</b>	<b>65%</b>	<b>80%</b>	<b>-19%</b>

The metrics used to calculate energy consumption and energy mix are based on the following: for electricity consumption, invoices; for the calculation of the proportion of energy from renewable sources, certificates of origin and contracts signed with renewable energy suppliers; for actual natural gas consumption, utility bills received by Group companies; and for fuel consumption of the corporate fleet (identifying actual litres for each fuel type), summaries received from or extracted from the portals of various suppliers. Regarding the corporate fleet, 100% of total consumption was considered for company cars, while 70% was considered for cars available for mixed use (business and private). Furthermore, the conversion factors used to obtain MWh are derived from Department for Environmental Food & Rural Affairs (DEFRA) 2025.

It is specified that only energy consumed by processes owned by the EI.En. Group has been considered, using the same boundary applied to the reporting of GHG Scope 1 and 2 emissions.

During the year, total energy consumption amounted to 15.474 MWh, compared to 16.680 MWh in 2024. The proportion of renewable sources within total energy consumption increased from 20% to 35%, rising from 3.328 MWh in 2024 to 5.439 MWh in 2025. Consequently, total fossil energy consumption decreased from 13.352 MWh in 2024 to 10.035 MWh in 2025.

In 2025, photovoltaic systems became operational at the subsidiaries Cutlite Penta and Lasit, joining the seven systems already present within the Group (two at Quanta System, two at the Calenzano Hub, and one each at Galli S.r.l., Asa, and Asclepion): self-generated energy from photovoltaic systems amounted to 1.500 MWh. By contrast, the amount of energy produced from non-renewable energy sources is 86 MWh. Also in 2025, the installation of two additional PV systems at the Calenzano Hub was completed, and the installation of a third PV system at Quanta System commenced. These three additional systems will become operational in 2026.

Notably, the subsidiaries Asclepion GmbH, Lasit Iberica, Quanta System, Ot-las S.r.l., and the companies of the Calenzano Hub—which already purchased electricity exclusively from renewable sources in 2024—were joined by Cutlite Penta S.p.A., Lasit, Asa, Deka Sarl, Galli, Lasit Deutschland, and Nexam, all of which signed contracts for renewable energy procurement at various points during the year. This resulted in 80% of total electricity purchased during the year coming from renewable sources. This excellent result stems both from the increasing adherence of subsidiaries to the Group's Sustainability Plan and, in part, from the deconsolidation of the Chinese companies, which did not use renewable energy. As not all companies benefited from green procurement for the entire year, this percentage is expected to grow further in the next financial year.

El.En. Group companies operate in Sector C and Sector G, which fall under the high climate impact sectors, as defined in sections A to H and section L of Annex I of Regulation EC 1893/2006 of the European Parliament and of the Council.

Energy intensity activities associated with activities in high climate impact sectors	2025		
	Energy consumption	Net revenue	Energy intensity
Unit of Measure	MWh	€	MWh/ currency
Total energy consumption from activities in sector C and G (MWh/currency)	15.474	590.849	2,6%

Regarding the formula used in the calculation of the tables above, the numerator corresponds to the Group's share of energy consumption, while the denominator corresponds to the Group's share of net revenues in line with IFRS 15 "Revenues from contracts with customers".

It should be noted that the total energy consumption recorded for activities in sectors C and G includes the first six months of the Chinese companies, whereas net revenues exclude them, as these companies are accounted for as a single line item in the income statement and balance sheet under assets held for sale.

## E 1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

Direct and indirect GHG emissions associated with the Group's main consumption can be divided into three categories:

- direct emissions (Scope 1): greenhouse gas emissions due to direct fuel consumption by the Group (e.g. natural gas, diesel);
- indirect emissions (Scope 2): greenhouse gas emissions from electricity purchased or consumed by the Group.
- indirect emissions (Scope 3): greenhouse gas emissions generated along the Group's value chain, outside the direct operating boundaries.

These include, among others, emissions from the procurement of raw materials, production and transport of purchased goods and services, waste management, business travel, employees' travel and the use and end-of-life of products sold.

The data boundary is that of the consolidated financial statements and includes all subsidiaries. Compared to last year, the sale of the majority stake in WithUs—consolidated for only the first two months of 2025—and, significantly, the deconsolidation of the Chinese companies (present only for the first six months of the year) resulted in a 27% reduction in total Scope 3 emissions. Additionally, part of this decrease is attributable to the improved quality of the data collected, which enabled the use of more precise emission factors.

There are no biogenic CO<sub>2</sub> emissions from biomass combustion or biodegradation separately from GHG Scope 1,2,3 emissions. There are no GHG emissions covered by regulated emissions trading schemes (e.g. ETS, Emission Trading Scheme).

GHG emissions	Unit of measure	Retrospective				Milestones and target years			
		Base year 2022	2025	2024	Delta % 2023-2024	2027	2030	2050	Annual % target / Base year
<b>Scope 1 GHG emissions</b>									
Gross Scope 1 GHG emissions	tCO2e	2.095	2.204	2.131	3%	N/A	N/A	N/A	N/A
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	-	-	-	0%	N/A	N/A	N/A	N/A
<b>Scope 2 GHG emissions</b>									
Gross location-based Scope 2 GHG emissions	tCO2e	2.710	1.420	2.656	-47%	-5%	-10%	N/A	-1,25%
Gross market-based Scope 2 GHG emissions	tCO2e	3.408	663	2.302	-71%	-30%	-50%	N/A	-6,25%
<b>Significant scope 3 GHG emissions</b>									
Gross Scope 3 GHG emissions	tCO2e	N/A	122.742	168.988	-27%	N/A	N/A	N/A	N/A
1) Purchased goods and services	tCO2e	N/A	69.779	73.166	-5%	N/A	N/A	N/A	N/A
2) Purchased capital goods (asset)	tCO2e	N/A	577	872	-34%	N/A	N/A	N/A	N/A
3) Fuel and energy-related activities	tCO2e	N/A	583	558	4%	N/A	N/A	N/A	N/A
4) Upstream transportation and distribution	tCO2e	N/A	1.749	1.633	7%	N/A	N/A	N/A	N/A
5) Waste disposal and treatment	tCO2e	N/A	49	72	-32%	N/A	N/A	N/A	N/A
6) Business travel (aircraft, train, ship, bus, other)	tCO2e	N/A	3.063	3.817	-20%	N/A	N/A	N/A	N/A
7) Commuting (smart working and home-work commuting)	tCO2e	N/A	1.795	2.203	-19%	N/A	N/A	N/A	N/A
9) Downstream transportation	tCO2e	N/A	22.150	38.041	-42%	N/A	N/A	N/A	N/A
11) Use of sold products	tCO2e	N/A	22.683	48.225	-53%	N/A	N/A	N/A	N/A
12) End-of-life treatment of sold products	tCO2e	N/A	313	401	-22%	N/A	N/A	N/A	N/A
<b>Total GHG Emissions</b>									
Total GHG emissions (location-based)	tCO2e	4.805	126.366	173.775	-27%	N/A	N/A	N/A	N/A
Total GHG emissions (market-based)	tCO2e	5.503	125.608	173.420	-28%	N/A	N/A	N/A	N/A

GHG	Unit of measure	Scope 1 emission	GWP reference
CO2	tCO2e	2.185	Defra
CH4	tCO2e	3	Defra
N2O	tCO2e	16	Defra

In 2025, the El.En. Group continued its efforts to collect and analyse the data required to calculate indirect Scope 3 emissions, focusing particularly on improving the qualitative nature of the available information. This work has allowed for further refinement of traceability along the value chain and increased the reliability of the data used in the reporting process. Strengthening these information protocols is a fundamental step toward consolidating awareness of the environmental impact of the Group and its companies, allowing for more precise identification of primary intervention areas for carbon footprint reduction. For 2025, all emissions were calculated using internal company data rather than data provided by suppliers or value chain partners. This improvement process will continue in the coming years, with the goal of progressively integrating more complete, timely, and accurate data into management systems.

Our Scope 3 emissions represent 98% of our total emissions, amounting to 123 thousand of CO<sub>2</sub>.

For the calculation of Scope 1 GHG emissions, we started from the actual consumption of natural gas derived from the bills received from the Group companies and the fuel consumption of the corporate fleet, and identified the actual litres for each type of fuel, derived from the summaries received or extracted from the portals of the various suppliers. For company cars, we considered 100% of total consumption, while for mixed-use cars, 70% of total consumption was considered. The emission factors used in the calculation of GHG Scope 1 emissions are derived from the DEFRA 2025 tables. For the calculation of GHG emissions, Scope 2 emissions were calculated according to two separate calculation methods: the "Location-based method" and the "Market-based method". The calculation for Scope 2 emissions started with actual electricity consumption from the bills received by Group companies.

The calculation of Scope 1 and Scope 2 emissions is compliant and in line with the GHG Protocol guidance.

The Location-based method is based on average emission factors for regional, sub-national or national power generation. The Market-based method, on the other hand, is based on the CO<sub>2</sub> emissions emitted by energy suppliers from whom the company purchases, by contract, electricity, or on market-related factors. This method provides that renewable electricity purchased with Guarantee of Origin (GO) certificates or other contractual instruments certifying its renewable origin is assigned an emission factor of zero for scope 2, so this calculation method favours the El.En. Group's strategy to increase the share of energy both consumed and generated from renewable sources. The results achieved in 2025 show an 81% reduction in Market-based Scope 2 GHG emissions (this reduction refers to the 2022–2025 trend), demonstrating the Group's commitment over recent years to its strategy of increasing the share of energy both consumed and produced from renewable sources.

Different factors were used for the calculation of Scope 2 emissions, depending on the calculation method and the reference country. Specifically:

- For the location-based method, average emission factors relating to domestic power generation for the various countries of operation were used, as reported in the International Comparisons and EEA publication in the latest most updated version;
- For the Market-based method, average emission factors derived from European market electricity generation were used for Italy, France, and Germany, as reported in the Residual Mix Results, Association of Issuing Bodies (AIB), 2023 and 2024 (for 2024 and 2025 respectively). For the remaining countries, the same factors were applied as for the location-based method. For 2025, using the Location-based method for Scope 2, total Scope 1 and Scope 2 emissions amounted to 3.624 tCO<sub>2</sub>eq: 39% is attributable to electricity consumption while 61% is attributable to other items.

In 2025, the majority of subsidiaries purchased electricity from renewable sources through contracts with their energy suppliers. Consequently, 80% of the electricity purchased during the year came from certified renewable sources.

The El.En. Group, conducted an estimate of its Scope 3 emissions related to the value chain. This was done in accordance with the provisions of the Greenhouse Gas Protocol (GHG Protocol), one of the most recognised standards for measuring and reporting greenhouse gas emissions, the guidelines set out in ESRS 1, which

provides detailed information on the value chain, and ESRS E1, which provides detailed guidance on how to integrate environmental considerations into corporate reporting.

The metrics considered for estimating Scope 3 emissions include upstream emissions in the value chain and downstream emissions. Upstream emissions relate to purchased or acquired goods and services and are generally generated from the cradle to the customer. The eight upstream categories are:

1. The production of purchased or acquired goods and services, such as the extraction and processing of raw materials, electricity consumed by upstream activities and transport between suppliers.
2. The production of capital goods purchased or acquired by a company, such as equipment, machinery, buildings, structures and vehicles.
3. Fuel and energy-related activities, including the extraction, production and transport of fuels consumed by a company (e.g., coal mining, oil refining, natural gas transmission/distribution, and biofuel production).
4. The transport and distribution of products and services purchased or acquired by a company in vehicles and facilities not owned or operated by it.
5. The disposal and treatment by third parties of solid waste and wastewater generated in owned or controlled operations.
6. Employee travel for company-related activities in vehicles owned or operated by third parties, including planes, trains, buses and cars.
7. The commuting of employees between their homes and workplaces in vehicles owned or operated by other companies.
8. The operation of assets leased to the company.

Downstream emissions, on the other hand, include indirect greenhouse gas emissions related to the goods and services sold. These emissions occur after the product has been audited by the company. The seven types of downstream emissions are: 9. The transport and distribution of products sold to end consumers in vehicles and facilities not owned or controlled by the company. 10. The processing of products sold by third parties (such as producers) that require further processing, transformation or incorporation into another product before use by the final consumer, such as agricultural or chemical products. 11. The use of the products sold, such as the energy required for the use of ovens or cleaning tools. 12. The end-of-life treatment of products sold, including the various methods of waste disposal and treatment. 13. The operation of assets that the company leases to third parties. 14. Franchise management. 15. Investments, including items such as equity investments, bonds, fund management, and others. Of the fifteen metrics, the following categories were found to be insignificant or inapplicable and therefore not reported: eight, ten, thirteen, fourteen and fifteen.

Of the fifteen categories of the GHG Protocol, the categories excluded because they are not relevant to the activity of *business* of the Group were: assets leased to the company, processing of sold products, downstream leased assets, franchising, and investments. Scope 3 greenhouse gas emissions are calculated using actual data when available, combined with emission factors and sector average data for categories such as purchased goods, services and transport when direct data are not available. The use of sector average data based on emission factors introduces uncertainty, especially in areas where direct data collection is limited. The EI.En. Group is actively implementing new systems and processes to improve the collection of direct and indirect data.

The calculation methodology is based on multiplying “Activity Data” (which quantifies the activity through a numerical value) by the corresponding “Emission Factor”:

GHG emission = Activity data \* Emission factor

where:

- GHG emission is the quantification of GHG emitted by the activity, expressed in terms of tCO<sub>2</sub> eq;
- Activity data is the quantity, generated or used, that describes the activity;
- Emission factor (EF) is the emission factor that can transform the quantity into the resulting GHG emission, expressed in CO<sub>2</sub> eq. emitted per unit of data.

In most cases, emission factors were retrieved using SimaPro software version 10.3.0.1, Ecoinvent database 3.11 according to the IPCC 2021 GWP 100a analysis method. Where Scope 3 calculations are not based on specific primary data, the estimates remain accurate and are supported by robust data subjected to internal verification and analyses. However, it is believed that the calculation of these values can improve as the data are progressively refined. This process of evolution will extend over the coming years, as it implies a strengthening of collaboration with our supply chain, to ensure greater completeness and reliability of the information reported.

For the calculation of Scope 3 emissions, various emission factor sources and calculation methodologies were used. Specifically:

- For category 1 - purchased goods and services, the source used is the Simapro software version 10.3.0.1 and the Supply Chain GHG Emissions Factors v1.4 EPA database and the data were obtained by extracting delivery notes from management systems;
- For category 2 - purchased capital goods, the source used is the Simapro software version 10.3.0.1, and the data were obtained by extracting the masters of the assets within the management systems;
- For category 3 - fuel and energy activities and the sources used were Simapro software version 10.3.0.1 (photovoltaics), DEFRA 2025 (fuel), Country specific electricity grid GHG emission factors 2025 (electricity) and DEFRA 2025 (gas) and data were extracted from the portals of the various suppliers (fuel, electricity and methane) and from readings registers (photovoltaic installations);
- For category 4 - Upstream transport the source used is the Simapro software version 10.3.0.1 and the data were obtained by extracting the masters and bills within the management systems;
- For category 5 - Waste disposal and treatment, the source used was the Simapro software version 10.3.0.1 and data were obtained from waste forms;
- For category 6 - Business travel (planes, trains, ships, buses, other) and the sources used were DEFRA 2025 (accommodations), Simapro Software (business travel) while data were obtained by extracting reports from management systems where present, otherwise extracting masters or receiving summary reports from suppliers;
- For category 7 - Commuting (smart working and home-work commuting) and the source used is DEFRA 2025, while data were obtained by extracting reports from management systems where present, otherwise anonymous questionnaires were administered to investigate the homework commuting habits of employees;
- For category 9 - Downstream transport and the source used is Simapro software version 10.3.0.1 and we obtained the data from sales reports and some extractions from management systems;
- For category 11 - Use of products sold and the source used is ISPRA for Italy and Carbon footprint Ltd's GHG emissions factors for international grid electricity for other countries. We obtained the data from sales reports and some extractions from management systems.
- For category 12 - End of life of products sold and the source used is the Simapro software version 10.3.0.1 and we obtained the data from sales reports and some extractions from management systems.

To determine the significant indirect GHG emissions of Scope 3, we followed the following methodology:

- a. analysis of direct and indirect activities;
- b. identification of emissions;
- c. evaluation of magnitude, correction factors and significance;
- d. registration of non-significant and significant GHG emissions.

For the identification of significant Scope 3 GHG emissions, the sustainability department, assisted by the contact persons of each Group company, ensures that all management processes of the organisation are evaluated. Once identified, these activities must be transcribed into appropriate significance assessment models, assigning each activity its category according to the GHG Protocol definitions.

Once the GHG emissions for each Group company have been identified, an impact risk score is determined according to the following criteria: Magnitude is assessed by considering the following variables: Low (score=1) for emissions less than 2,5% of total tCO<sub>2</sub>eq generated by the Organisation; Medium (score=2) for emissions between 2.5% and 10% of total tCO<sub>2</sub>eq generated by the Organisation; High (score=3) for emissions exceeding 10% of total tCO<sub>2</sub>eq generated by the Organisation. The method of assessing the "magnitude" parameter coincides with the method of reporting emissions for the organisation when activity data (e.g. expressed in mass and energy) is readily available, otherwise if access to information is difficult, emissions are estimated by means of conversion factors of the activity data expressed in economic terms.

The level of influence is then assessed based on aspects monitored under corporate policies, using the following criteria: Low (score=1) for emissions from sources where the Organisation has no or marginal management control; Medium (score=2) for emissions from sources subject to corporate policies where the Organisation has indirect management control; High (score=3) for emissions from sources subject to corporate policies where the Organisation has direct management control. Significance is then determined through the product of magnitude and level of influence. An emission category can be considered insignificant if both parameters are assigned a score = 1 and if its weight does not exceed 5% of the indirect emissions of the company and

subsequently of the Group. The significance of the different categories was assessed but, for the sake of transparency, all categories were reported.

Below are the percentage impacts of Scope 3 emission categories:

Percentage of GHG Scope 3 calculated using primary data	Unit of measure	Value Chain Phases		
		Upstream	Direct	Downstream
1) Purchased goods and services	%	57%	0%	0%
2) Purchased capital goods (asset)	%	0%	0%	0%
3) Fuel and energy-related activities	%	0%	0%	0%
4) Upstream transportation and distribution	%	1%	0%	0%
5) Waste disposal and treatment	%	0%	0%	0%
6) Business travel (aircraft, train, ship, bus, other)	%	0%	2%	0%
7) Commuting	%	0%	1%	0%
9) Downstream transportation	%	0%	0%	18%
11) Use of sold products	%	0%	0%	18%
12) End-of-life treatment of sold products	%	0%	0%	0%

The intensity of GHG emissions (total GHG emissions in CO<sub>2</sub>e tonnes compared to net revenues) is shown below. Please note that the consolidated financial statement of the El.En. Group as at 31 December 2025 was prepared by reclassifying the first six months' contribution from the Chinese industrial cutting division as discontinued operations within assets, liabilities, and the income statement, in accordance with IAS/IFRS. This is due to the divestment of the division finalised in July 2025; therefore, their revenues are not reported in the 2025 Turnover table (as required by Taxonomy Regulation 2020/852) and their contribution is not included in the net revenue figure.

GHG emissions intensity	Unit of measure	2025	2024 with China	2024 without China
Total GHG emissions (location-based)	tCO <sub>2</sub> e	126.366	173.775	173.775
Total GHG emissions (market-based)	tCO <sub>2</sub> e	125.608	173.420	173.420
<b>Net Revenue</b>	€	590.849	645.881	565.846
GHG Intensity based on net revenue (location-based) (GHG emissions/net revenue)	tCO <sub>2</sub> e	0,214	0,269	0,307
GHG Intensity based on net revenue (market-based) (GHG emissions/net revenue)	tCO <sub>2</sub> e	0,213	0,269	0,306

COUNTRY	Unit of measure	Scope 1	Scope 2, loc-based	Scope 2, mar-based	Scope 3 - 1 Purchased goods and services	Scope 3 - 2 Purchased capital goods (asset)	Scope 3 - 3 Fuel and energy-related activities	Scope 3 - 4 Upstream transportation and distribution	Scope 3 - 5 Waste disposal and treatment	Scope 3 - 6 Business travel (aircraft, train, ship, bus, other)	Scope 3 - 7 Commuting	Scope 3 - 9 Downstream transportation	Scope 3 - 11 Use of sold products	Scope 3 - 12 End-of-life treatment of sold products
Italy	tCO2e	1.608	746	52	53.454	535	423	1.386	37	1.584	1.260	6.667	7.691	214
France	tCO2e	78	1	-	-	6	19	-	-	24	6	4	-	-
Germany	tCO2e	287	112	36	9.739	20	70	177	1	174	107	428	1.231	10
Spain	tCO2e	24	1	-	2	2	6	1	-	20	8	-	-	-
Poland	tCO2e	51	26	38	-	-	12	-	-	1	12	-	-	-
UK	tCO2e	-	1	2	-	-	-	-	-	10	0	-	-	-
Japan	tCO2e	5	12	12	1	-	1	-	-	3	1	-	1	-
China	tCO2e	27	521	521	5.961	11	8	172	8	1.085	380	14.953	13.759	89
Brasil	tCO2e	123	2	2	623	3	44	13	2	162	22	98	-	-
<b>Total</b>	<b>tCO2e</b>	<b>2.204</b>	<b>1.420</b>	<b>663</b>	<b>69.779</b>	<b>577</b>	<b>583</b>	<b>1.749</b>	<b>49</b>	<b>3.063</b>	<b>1.795</b>	<b>22.150</b>	<b>22.683</b>	<b>313</b>

DIVISION	Unit of measure	Scope 1	Scope 2, loc-based	Scope 2, mar-based	Scope 3 - 1 Purchased goods and services	Scope 3 - 2 Purchased capital goods (asset)	Scope 3 - 3 Fuel and energy-related activities	Scope 3 - 4 Upstream transportation and distribution	Scope 3 - 5 Waste disposal and treatment	Scope 3 - 6 Business travel (aircraft, train, ship, bus, other)	Scope 3 - 7 Commuting	Scope 3 - 9 Downstream transportation	Scope 3 - 11 Use of sold products	Scope 3 - 12 End-of-life treatment of sold products
INDUSTRIAL	tCO2e	823	864	589	27.131	155	248	663	15	1.923	798	16.860	17.744	203
MEDICAL	tCO2e	1.381	556	74	42.648	422	335	1.086	34	1.141	998	5.290	4.939	110
<b>Total</b>	<b>tCO2e</b>	<b>2.204</b>	<b>1.420</b>	<b>663</b>	<b>69.779</b>	<b>577</b>	<b>583</b>	<b>1.749</b>	<b>49</b>	<b>3.063</b>	<b>1.795</b>	<b>22.150</b>	<b>22.683</b>	<b>313</b>

## **E.2 Pollution**

### **IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities**

Regarding the identification of pollution-related impacts, risks, and opportunities, please refer to the IRO section in the “General Information” chapter. With specific reference to ESRS E2, the double materiality analysis of the El.En. Group identified one relevant impact, no risks and no opportunities, that can be found in the table in the previous paragraph “IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities”. Please note that no consultations with affected communities were conducted regarding this matter.

### **E2-1 – Policies related to pollution**

The Group has adopted an Environmental Policy, with the aim of reducing the pollution-related impacts that have been identified. These impacts include the possibility that activities along the Group’s supply chain could unintentionally cause water contamination: this impact was deemed non-material. The lack of ecodesign in products—which could lead to the organisation failing to improve product circularity and energy performance, or other environmental sustainability aspects (e.g., increasing the use of recycled materials, decreasing the use of substances of concern, etc.)—and the resulting environmental impact related to raw materials and existing production processes: this is the only material impact detected in the double materiality analysis. Within the El.En. Group’s Environmental Policy, attention is required for the management of generated waste and the impacts, risks, and opportunities connected to the potential use of substances that pollute the environment or affect human health; the pollutants include those covered by the RoHS and REACH Directives. Specifically, the Policy requires that own operations promote the replacement and/or reduction of the use of substances of concern and activate procedures to gradually phase out, where possible, substances of very high concern (SVHC), particularly for uses deemed non-essential for the Group. Finally, the Policy highlights the commitment to prevent, monitor, and constantly update the procedures governing the use of substances of concern for pollution prevention and control, as well as for the protection of occupational health and safety. The results of any reports to the competent authorities are also included in these systems for preventing, monitoring and updating procedures. To date, no feedback has been received from stakeholders on the above aspects.

For further information on the Group's Environmental Policy, please refer to the previous paragraph “MDR-P - Policies adopted to manage material sustainability matters”.

### **E2-2 – E2-3 3 Pollution-related actions, resources and targets**

Currently the El.En. Group has not yet defined specific actions and targets aimed at curbing pollution, but plans to identify and define them starting from the coming years. This is because, having identified indirect impacts that are nonetheless non-material, the Group must further understand the implications arising from its business relationships, where these indirect impacts actually occur, and what the most effective mitigation actions would be. It is specified that to date the Group has not implemented processes to evaluate the effectiveness of policies and actions. All Group companies that purchase products containing substances of concern comply with the relevant regulations to prevent and control all types of pollution and the health and safety of workers.

During 2025, the Group continued to analyse the results from its Taxonomy Regulation alignment assessments, leveraging evidence gathered in previous years.

Focus remained on existing actions within certain Group companies, particularly the progressive elimination of harmful materials or substances, compliance with operational regulations—such as the adoption of Best

Available Techniques (BAT)—and adherence to Do No Significant Harm (DNSH) criteria for pollution prevention and control. The detailed investigations confirm that the Group has taken steps toward reducing its environmental impact, while highlighting the need to consolidate and structure these activities through a more defined strategic path. In the coming years, the aim will therefore be to transform these actions into tangible and monitorable objectives, and also to define new initiatives that can contribute effectively to curbing pollution.

## **E.5 Resource use and circular economy**

### **IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities**

Regarding the identification of impacts, risks, and opportunities related to resource use and the circular economy, please refer to the IRO section in the “General Information” chapter. With specific reference to ESRS E5, the double materiality analysis of the El.En. Group identified some material impacts and a medium-to-long-term materiality risk stemming from the possibility of the Group experiencing difficulties in obtaining raw materials, due to the scarcity of resources, political or economic unrest, or changes throughout the supply chain. Potential material negative impacts for the El.En. Group include waste generation; environmental safety related to the quality and safety of products and services offered; the lack of circular economy policies; the lack of ecodesign; and the failure to monitor technological innovation that could offer more sustainable and competitive solutions. Material positive impacts were also identified, including the contribution to the community’s scientific development through the research and development of innovative, efficient products; the reduction of environmental impacts through laser-based processing in the industrial (and restoration) sectors—which allows for minimal waste, the elimination of fumes containing chemical additives, and the removal of glues, inks, or solvents from production processes; and the potential to contribute to social and economic development by promoting sustainable development principles within the supply chain. For further details, please refer to the elements in the table in the previous section “IRO 1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities”.

### **E5-1 — Policies related to resource use and the circular economy**

With reference to its Environmental Policy, the Group considers and monitors the material impacts, risks, and opportunities related to resource use and the circular economy in its operations and along the value chain, as identified in the double materiality analysis.

In particular, the Group undertakes to:

- Promote a process to ensure that waste from repair, refurbishment, and remanufacturing activities is, where possible, reused, recycled, or disposed of; in the latter case, following sorting and/or disposal procedures appropriate to the waste type;
- Pursue separate waste collection with a constant focus on the reuse and recycling of materials;
- Use means and materials that comply with current regulations and which are, where possible, energy-efficient, environmentally friendly and recyclable;
- Promote policies that lead, where possible, to the progressive substitution of the use of virgin resources, with the consequent increase in the use of recycled resources, especially with regard to packaging and the sourcing, where possible, of renewable resources;
- Encourage understanding the environmental impact of products and services throughout their life cycle, with the aim of proposing increasingly environmentally friendly solutions to the market, making improvements in product “environmental performance” a stimulus to innovation and a competitive advantage for the Group;

- Adopt “circular economy” concepts at the product design stage to favour solutions that make resources that would otherwise be destined for waste available again;
- Ascertain and monitor that its supply chain pursues responsible use of natural resources, with targets to reduce the environmental impact or through defined improvement paths, providing products and adopting energy-efficient processes.

The El.En. Group takes a proactive approach to waste management, in line with the EU waste hierarchy, with a focus on improving recycling. Consequently, the Sustainability Plan includes objectives related to the optimisation of waste sorting and improving packaging composition by promoting a reduction in plastic use and prioritising more sustainable materials, such as recycled paper and cardboard. The aim is to maximise material recovery, reducing environmental impact and promoting a circular economy.

For further information on the Group's Environmental Policy, please refer to the previous paragraph "MDR-P - Policies adopted to manage material sustainability matters".

## **E5-2 — Actions and resources related to resource use and circular economy**

The El.En. Group has, in recent years, promoted and implemented initiatives to improve the circular economy and resource use. Specifically, during 2025, and as required by the Group's Sustainability Plan, the following actions were carried out (the time horizons for which are defined within the Plan):

### Reuse and recycling of packaging materials:

- Use of packaging materials made of recycled or compostable paper;
- Reuse of packaging materials;
- Replacement of packaging made of non-recycled materials with packaging that uses a higher percentage of recycled materials;
- Use of packaging materials made of recycled or compostable paper.

During 2025, all Group companies launched a process to analyse the types of packaging used, identifying for each item the presence of any certifications and the percentage of recycled material, where applicable.

With reference to its commitment to the careful management of resources—from responsible procurement to the usage phase—the El.En. Group will adopt supply chain monitoring to ensure ESG principles are respected across the entire chain. As a matter of fact, suppliers will be selected through an evaluation process that will also include checking compliance with environmental and social standards, and will verify commitment to responsible practices such as reducing the environmental impact of incoming materials and services.

The actions just described contribute to the achievement of the commitments contained in the Environmental Policy, which calls for the progressive substitution of the use of virgin resources, with the consequent increase in the use of recycled resources and the use, especially on packaging and procurement, where possible, of renewable resources.

At present, no specific financial resources are allocated beyond those already earmarked within the framework of ordinary management activities.

## E5-3 – Targets related to resource use and circular economy

Below please find a brief description of the objectives set by the El.En. Group, all of which are voluntary in nature, related to the use of resources and the circular economy, and whose degree of prioritisation is defined by the order in which they are set out:

E5 - CIRCULAR ECONOMY				
Objectives	Targets	Deadline	2025 results	Scope
<p>WASTE</p> <ul style="list-style-type: none"> <li>Improve the treatment and recovery process of collected waste;</li> <li>Increase information on the correct disposal of laser devices and device packaging.</li> </ul>	<ul style="list-style-type: none"> <li>Increase the share of waste sent for recycling to at least 35% of the total waste sent for recovery;</li> <li>Include more detailed information on the composition of system packaging in the manuals to facilitate proper disposal by customers. By the plan's end, review the manuals and include information on the composition of the packaging for at least 60% of systems sold.</li> </ul>	<p>2027</p> <p>2027</p>	<p>In 2025, the share of waste intended for recycling is 66% of the total waste sent for recovery. <b>The 2027 target was reached in 2025.</b></p> <p>In previous years El.En., Deka and ASA completed the project related to the environmental labelling of packaging by including information on the composition of the packaging within the system manuals, where the types of packaging used and the corresponding disposal symbols, including materials, are indicated.</p>	<p>Medical production companies</p>
<p>CIRCULAR ECONOMY</p> <ul style="list-style-type: none"> <li>Promote circular economy studies and initiatives, both in-house and in collaboration with universities and research centres, to identify possible actions to reduce the organisation's environmental impact or to use raw or secondary materials with a lower environmental impact.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor the packaging purchased by all Group companies, with specific focus on certifications and on the percentage of recycled material. Implement initiatives aiming to increase the percentage share of recycled material in the packaging, promoting sustainable practices all along the procurement chain, to guarantee that all Group companies use more sustainable packaging by the end of the Plan.</li> </ul>	<p>2027</p>	<p>All Group companies launched the project for monitoring packaging composition (percentage of recycled content and presence of certifications) during 2025.</p>	<p>Group</p>

The El.En. Group, has identified specific objectives related to the use of resources and the circular economy, in line with its commitment to embark on a path towards more sustainable resource management and the reduction of environmental impact throughout the product life cycle. The targets are included in the 2023 - 2027 Sustainability Plan (with 2022 as the base year from which progress is measured) developed by the Sustainability Division, reviewed by the Control and Risk, Related Party Transactions and Sustainability Committee, and approved by the Management and Board of Directors of the parent company El.En. S.p.A. These objectives were adopted by the Group in support of its Environmental Policy and in the areas of resource use and circular economy to address relevant impacts, risks and opportunities. In order to define the targets, which are not based on firm scientific data, an analysis of the waste produced was carried out to identify its composition and possible improvements, and monitoring of the percentage of recycled material in the packaging began. Significant assumptions concerned the availability of recycled materials and regulatory developments. The El.En. Group has identified as an objective related to the circular economy analysing the composition of packaging and increasing the percentage of recycled packaging by the end of the Plan. This target is linked to the commitments adopted in the Environmental Policy to use equipment and materials that comply with current regulations and are, where possible, low-consumption, low-impact, and recyclable. It also supports the commitment to promote policies leading to the progressive replacement of virgin resource use, thereby increasing the use of both recycled resources—particularly regarding packaging and procurement—and

renewable resources; finally, it aligns with the commitment to monitor the supply chain to ensure it pursues a responsible use of natural resources, with environmental impact reduction targets or through defined improvement paths, providing energy-efficient products and adopting energy-efficient processes. By the end of 2025, each company in the Group had identified the full composition of its packaging; therefore, starting next year, the objective will be to identify improvement actions to make packaging more sustainable, gradually increasing, where possible, the percentage of recycled content or replacing some materials. These actions will also be developed through collaboration with suppliers, aiming to improve product recyclability by making packaging easily separable, prioritising the use of mono-materials and, where possible, sourcing certified materials to reduce the overall environmental impact.

The packaging monitoring objective also aims to align the Group's activities with Activity 5.3 - Circular Economy of the European Taxonomy, particularly with respect to the requirements for primary and secondary packaging. According to these criteria, the packaging must consist of at least 65% recycled material. In the case of paper or cardboard packaging, the remaining primary raw material must be certified by recognised systems such as the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification Schemes (PEFC). Plastic packaging must only be made from mono-materials without coatings and without the use of halogen-containing polymers. This monitoring therefore allows us to start a path towards alignment with the Taxonomy criteria, improving the sustainability and transparency of our supply chain.

The El.En. Group, among its waste management targets, had identified an increase in the percentage of waste sent for recycling as a share of total waste destined for recovery, setting a target of 35%. The objective has been largely achieved, as this year the percentage stands at 66%. This result was made possible by improved waste traceability by the Sustainability department and the request for, and subsequent receipt of, waste destination declarations from treatment plants, which allowed for the precise identification of the actual recovery share. For the next few years, the Group's commitment will be to maintain a recycling percentage of at least 50% of waste destined for recovery.

This target is linked to the commitments adopted in the Environmental Policy to promote processes ensuring that waste from repair, refurbishment, and remanufacturing activities is, where possible, reused, recycled, or disposed of: in the latter case, following sorting and/or disposal procedures based on the waste's destination, to pursue waste sorting with a constant focus on the reuse and recycling of materials.

This objective is highly significant, and its achievement demonstrates the Group's contribution to increasing the circular material use rate, as higher volumes sent for recycling mean more materials returning to production cycles as secondary raw materials: this directly contributes to increasing the circular economy rate, reducing dependence on virgin raw materials. In addition, the use of primary raw materials is reduced as the increased use of recycled materials makes it possible to reduce their purchase and extraction. Implementing efficient waste collection and treatment systems supports compliance with European waste regulations and demonstrates a concrete commitment to sustainability on the part of the Group. This objective in the waste hierarchy refers to the recycling phase.

A further waste-related objective is to include more detailed information on the composition of the systems' packaging for easier proper disposal by customers.

This objective goes hand in hand with the commitments adopted in the Policy to pursue a constant focus on the reuse and recycling of materials and to encourage an understanding of the environmental impact of products and services throughout their life cycle, with the aim of proposing increasingly environmentally friendly solutions to the market.

In providing information on these targets, the following phases were considered: the production phase (increasing the use of recycled or easily recyclable materials to minimise environmental impact); the use phase (increasing reusable packaging or packaging with a lower environmental impact and promoting correct use and disposal by consumers); the end-of-life phase (incentivising recycling and reducing the proportion of waste destined for disposal).

Please note that a target related to monitoring packaging composition and increasing its recycled material content was added to the "Circular Economy" section of the 2023 – 2027 Sustainability Plan; the Board of Directors approved the changes reported in the Sustainability Plan. During 2025, all Group companies undertook packaging monitoring (checking for recycled materials, recycling percentages, and certifications). Achieving at least 65% recycled packaging is one of the requirements for aligning the activities identified as "Spare parts

activities" (CE 5.2) and "Sale of second-hand goods" (CE 5.4). As this activity has commenced and will continue over the coming years, we have decided to add it to our commitments.

Please note that stakeholders were not involved in the definition of the objectives. In providing target information, the production, use and end-of-life phase of the product was taken into account. For the remaining targets, there were no changes in metrics, measurement methodologies, significant assumptions, limitations, sources, or data collection processes within the defined time horizon. Performance achieved against the targets disclosed in the previous reporting period—including information on target monitoring and review methods, metrics used, and progress—is in line with the original plan.

## E5-4 – Resource inflows

The Group includes manufacturing companies serving the medical and industrial sectors and trading companies for the medical and industrial markets. The specifications of the components of our systems are set by our technical departments and, depending on our stringent requirements, the components can be produced in-house, manufactured to our specifications by qualified external suppliers or purchased from a catalogue. The simplest stages of component assembly and processing can be carried out either in-house or externally by relying on third-party companies. The Group's own procurement primarily involves components and accessories for production (technical accessories, critical components, industrial accessories, etc.); other purchase categories may include office products, software and computer products, and shipping packaging.

Regarding the materials used, biological materials come exclusively from the "packaging" category and refer to wooden crates (wood, paper, and cardboard). The latter represented only 18% of the Group's total procurement weight, totalling 1.160 tonnes for the reporting period.

For the calculation, we divided the incoming resource flows of the various subsidiaries into three groups: procurement reported 100% in kg; procurement reported 100% in currency; and procurement reported in both kg and currency.

For the companies that had expressed supply in kg, no processing was necessary. For companies that reported supplies in both kg and currency, total kg were estimated based on available kg, multiplied by the ratio of total supply expenditure to available kg expenditure. Finally, for companies that reported procurement in currency, an average weight-to-value ratio (kg per unit of currency) was used, derived from the Group average for each procurement category (raw materials, packaging, chemicals, gases).

	<b>Tonnes</b>	<b>%</b>
Technical Products and Materials	5.424	82%
Biological products and materials	1.160	18%
<b>Total</b>	<b>6.584</b>	

## E5-5 – Resource outflows

The Group's systems are designed for high durability, facilitating the repair and replacement of components to extend their life cycle. The durability, reusability, reparability and reconditioning of our products are supported by the service department, which works daily to ensure the longevity of the products and simplify their maintenance and reuse. Packaging is also designed to minimise clutter and reduce the use of materials, favouring cardboard and wood solutions, which are easily recyclable and come from responsible sources. The assumption is that the use of cardboard and wood reduces environmental impact compared to plastic alternatives, based on market and LCA data.

The company is committed to identifying strategies to reduce the environmental impact of its operations and favouring, where possible, the use of raw and secondary materials with a lower environmental impact. We continuously support Research and Development to ensure constant technological innovation in our products, improving existing ones, expanding their applications, and providing technologically advanced solutions in all areas of use. The Group is committed to investing annually in research and development to advance scientific knowledge and improve the performance of its products.

In the industrial sector, work performed with the Group's laser systems is highly significant in terms of reducing environmental impact due to a series of features that allow minimising waste, not generating fumes containing chemical additives and eliminating the use of glues, inks or solvents within the production processes. Machining performed with laser cutting systems instantly vaporise the material on which they act, making clean cuts in the material without producing swarf or other processing waste, while the marking systems allow for perforations or selective removal of thickness, reducing waste. In the field of conservation for the restoration of works of art, the Group's lasers enable effective conservation processes that respect artistic artefacts, reduce the use of chemicals and ensure higher operator safety.

The average lifetime of our laser devices is set between 5 years and 10 years, in line with the industry average for laser devices. These estimates were determined taking into account the following factors: component specifications and historical data, post-production data on similar devices, including the history of known failures and servicing performed, available literature on similar products on the market, and sales and marketing evaluations. System sales are complemented by after-sales services, which provide essential support for the installation and maintenance of laser systems, the management of spare parts and consumables, and technical assistance. Currently, the Group does not have an established scoring system for the reparability of products. However, the design of our products follows principles of durability and ease of repair, supported by our service department, which guarantees service and reconditioning to extend their life cycle.

The El.En Group conducted its Scope 3 value chain emissions analysis, including the stages of the value chain that are indirectly influenced by its activities, including the procurement of materials and packaging used for the manufacture and distribution of laser products. Following the monitoring of packaging, we were able to calculate the recycled content rate for products and packaging, which stands at 5,3%.

In 2025, the Group produced 763 tonnes of waste, of which 564 tonnes (74%) was non-hazardous waste diverted from disposal and 185 tonnes (24%) was non-hazardous waste sent for disposal, making a total of 749 tonnes (98%). All companies also use external providers for collection and/or disposal services; data is obtained directly from waste identification forms or invoices from the external firms performing the collection. Municipal collection and disposal services are also used, primarily for residual (unsorted) waste, organic waste, and office paper. Waste disposed of with state agencies, which accounts for a very marginal share, is not included in the scope of the reported data.

	2025	2024
<b>Waste generated</b>	<b>763.263</b>	<b>836.932</b>
<b>Hazardous waste diverted from disposal</b>	<b>12.480</b>	<b>5.875</b>
Hazardous waste diverted from disposal due to preparation for reuse	0	0
Hazardous waste diverted from disposal due to recycling	4.128	1.556
Hazardous waste diverted from disposal due to other recovery operations	8.352	4.319
<b>Non-hazardous waste diverted from disposal</b>	<b>564.127</b>	<b>593.269</b>
Non-hazardous waste diverted from disposal due to preparation for reuse	0	0
Non-hazardous waste diverted from disposal due to recycling	376.853	169.619
Non-hazardous waste diverted from disposal due to other recovery operations	187.274	423.650
<b>Hazardous waste directed to disposal</b>	<b>1.688</b>	<b>2.745</b>
Hazardous waste directed to disposal by incineration	1.162	798
Hazardous waste directed to disposal by landfilling	1	260
Hazardous waste directed to disposal by other disposal operations	525	1.687
<b>Non-hazardous waste directed to disposal</b>	<b>184.969</b>	<b>235.043</b>
Non-hazardous waste directed to disposal by incineration	27.342	192
Non-hazardous waste directed to disposal by landfilling	25.491	77.476
Non-hazardous waste directed to disposal by other disposal operations	132.136	157.375
<b>Non-recycled waste</b>	<b>382.283</b>	<b>665.757</b>
<b>Percentage of non-recycled waste</b>	<b>50%</b>	<b>80%</b>

Waste flows relevant to the laser system production, distribution, and sales sector generally include waste materials such as metals and plastics, chemical substances, plastic and cardboard packaging, batteries, and electronic components.

Non-hazardous waste from the El.En. Group consists of 38% mixed packaging, followed by iron and steel (11%) and mixed waste from construction and demolition activities (10%). The remaining share is mainly represented by paper and cardboard packaging (8%), mixed metals (7%) and sludge from septic tanks (7%).

Hazardous waste accounts for a marginal part and mostly consists of packaging, absorbents or filter materials containing residues of substances, exhausted solvents and disused equipment.

In 2025, hazardous waste produced by the Group amounted to 14,1 tonnes (2% of total waste), of which 12,5 tonnes (88%) was diverted from disposal and 1,7 tonnes (12%) was directed to disposal. During the year, the dismantling of an asbestos roof was completed at the Calenzano Hub, representing a significant step toward safety and environmental protection. Furthermore, it is specified that the Group did not produce any waste of a radioactive nature.

## 3. SOCIAL INFORMATION

### S.1 Own workforce

#### SBM-2 - Interests and views of stakeholders

For this disclosure, please refer to section SBM-2 "Interests and views of stakeholders" within the "General Information" section.

#### SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

For the identification of impacts, risks and opportunities related to the own workforce, please refer to section SBM-3 of the "General Information" section. With specific reference to ESRS S1, the double materiality analysis of the El.En. Group identified some material impacts that can be found in the table in the previous paragraph "IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities".

#### S1-1 – Policies related to own workforce

The policies of the El.En. Group address, manage, and provide redress for the material impacts on the workforce identified within the double materiality assessment; no significant risks or opportunities were identified. The policies in question are the Code of Ethics, the Diversity Policy and the Human Rights Policy, which refer to the workforce as a whole. Human resources represent an indispensable element for the existence and development of the Group, which considers the professionalism and commitment of its employees and other collaborators as essential values for the achievement of its objectives.

The Code of Ethics sets out the principles of corporate business ethics that must guide every stage of the production process and be constantly observed in professional, collaborative, and commercial relationships. The Code also contains the rules of conduct aimed at preventing the commission of offences and any behaviour in conflict with the Group's values.

Within the Code of Ethics, a whole paragraph devoted to "Human Resources" defines:

- Protection of human resources: the Group respects and protects the dignity, health, safety and privacy of its employees and other collaborators. The Group safeguards, in particular, the physical and moral integrity of its employees and other collaborators, ensuring working conditions that respect individual dignity, in compliance with current legislation on workers' health and safety.
- Impartiality and equal opportunities: one of the fundamental principles for the realisation of a positive working environment is the way all those who work in and with the Group collaborate. The Group is committed to ensuring a positive, constructive and dynamic working environment that supports the diversity of people and their talents, opinions and views, guaranteeing equal opportunities for all based on the principles of impartiality. The Group undertakes to avoid any form of discrimination that is based on ethnicity, skin colour, sex, sexual orientation, gender identity, disability, age, one's language, religion, political or philosophical opinions, national ancestry or social background, affiliation with political associations or trade unions as well as any other form of discrimination covered by EU and national law. The Group is also committed to avoiding and condemning any form of verbal or sexual harassment and gender-based violence in the workplace, as this represents a very serious violation of personal rights. These principles are, of course, also present in the Diversity Policy, which takes the contents of the Code of Ethics and expands on them by deepening specific aspects related to the inclusion and enhancement of diversity

within the company and translating them into concrete actions and targeted strategies to promote a fair and inclusive working environment.

- Positive working environment: the Group is committed to ensuring a positive and productive working environment for all collaborators, guaranteeing fair treatment of all employees and other collaborators with equal dignity and respect.
- Practices for a healthy and safe environment: the Group is committed to providing a healthy and safe working environment that respects the environment and complies with all regulations for the protection of worker safety and the environment, for the prevention and management of accidents at work;
- Selection of employees and other collaborators: personnel to be recruited are assessed on the basis of whether the candidates' profiles match those expected and the company's needs, while respecting equal opportunities for all concerned.
- Relationships with employees and other collaborators: the Group ensures that no behaviour is implemented to induce or compel employees or other collaborators to act contrary to the law, the Articles of Association, the Code of Ethics, or corporate procedures. The Group protects and promotes the training of its employees and other collaborators in order to enrich their experience and professional and cultural expertise.

Within the Diversity Policy, the Group commits to: maintaining gender equality in staff selection and development processes; removing causes of unfair treatment in the definition and assignment of organisational roles; creating professional contexts that promote the exchange of skills and experiences; promoting work-life balance through the development of mobility and flexibility programs and initiatives; promoting diversity and inclusion through the inclusion of differently-abled resources in the company; continuing to implement innovative welfare solutions compared to traditional ones and monitoring the projects implemented; promoting continuous training for all employees, with both refresher and subject-specific courses in order to enhance the knowledge and specialisation of each resource within the organisation; promoting a training programme on diversity and equal opportunities that reaches the majority of the corporate population. All these actions make it possible to avoid, mitigate and address incidents of discrimination, as well as support diversity and inclusiveness.

In the Human Rights Policy, the Group describes its human rights policy commitments that are relevant to its own workforce, including processes and mechanisms to verify compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. The disclosure focuses on material issues and the general approach regarding: engagement with own workers and measures to provide and/or enable remedy for human rights impacts. The Group requires its collaborators, suppliers and business partners to undertake to condemn all forms and types of child labour and not to use or support child labour in any way, to condemn all forms of forced labour and condemn human trafficking, not to use or support forms of discrimination based on gender, age, sexual orientation religion, social origin or any other condition that could give rise to discrimination in hiring, remuneration, access to training, promotion or termination of employment, and adopt any form of protection of human resources, respect any form of association or collective bargaining, comply with the laws in force on remuneration, benefits, working hours and overtime. With the aim of checking for compliance with the principles to which the group adheres, a due diligence process on suppliers and agents has been approved, while for the involvement of workers, reference is made to the measures already in place (regular meetings with workers' representatives, meetings with trade union representatives, etc.).

The disclosure deals with relevant issues, outlining the Group's approach to respecting human rights, including labour and workers' own rights. To further strengthen oversight, the El.En. Group has assigned responsibility for the analysis of human rights impacts and risks to the ,Control and Risk, Related Party Transactions, and Sustainability Committee: which has been allocated a dedicated annual budget to enable appropriate oversight processes for this activity. The Committee also has the task of reviewing the Human Rights Policy and submitting, after consultation with the Sustainability Department, any updates and/or additions to the Board of Directors.

In all the Group's production companies, the issue of health and safety is managed and monitored through processes that, although not centralised and coordinated at Group level, ensure that in each subsidiary there are procedures related to the protection of workers' health and safety, worker training and the implementation of corrective and improvement actions. In Italian companies, the subject is regulated by It. Legislative Decree 81/2008; likewise, the foreign production subsidiaries oversee health and safety in accordance with local regulations. The Group's Italian companies have also addressed the issue of Health and Safety within the framework of the Organisational model pursuant to It. Legislative Decree 231/2001. The identification and allocation of health and safety responsibilities in the company offices, risk mapping and self-assessment as well

as the preparation of training activities are planned. For the companies located in the Calenzano area, the central role of the HSE office in safety management has made a more coherent and uniform view of company policy towards this issue available over time. All production companies have a process for identifying risks relating to the health and safety of workers: in Italy this activity is formalised in the Risk Assessment Documents (DVR); In the Chinese companies, workplace risks are formalised and communicated to workers through the "Employer Handbook"; and in the German and Brazilian subsidiaries, risk analyses are formalised in dedicated, periodically updated documents. Risk identification is subject to the subsequent identification and implementation of corrective and/or preventive actions.

During the year, the Group's Italian companies hold a periodic meeting in accordance with the provisions of Article 35 of It. Legislative Decree no.81/08, attended by the Employer, the Company Physician, the RSPP (Health and Safety Officer) and the RLS (Workers' Safety Representatives) representing all workers. In line with a policy of maximum transparency, a member of the Supervisory Board and all persons within the corporate security organisation chart are also invited to attend the periodic meeting of the Parent Company.

In all manufacturing companies, offices and people responsible for health and safety are identified, and training and information sessions are provided for all employees regarding health and safety.

Given the nature of the production activity carried out, all companies have established safety procedures and provide for collective and individual protective equipment for artificial optical radiation risks. In particular, all production workers have personal protective equipment; in addition, in a different way, devices are provided for prevention or collective protection such as bulkheads, containment boxes and turnstiles to delimit the manufacturing areas. In non-manufacturing companies, the issue is also monitored through the collection and monitoring of accident-related data.

For further information on the El.En. Group's Code of Ethics, Diversity Policy, and Human Rights Policy, please refer to the previous paragraph "MDR-P - Policies adopted to manage material sustainability matters".

## **S1-2 – Processes for engaging with own workers and workers' representatives about impacts**

In relation to the impacts identified in the previous section, the Group adopts a structured approach to ensure the active involvement of workers and their representatives in decision-making processes and activities aimed at mitigating relevant, actual and potential impacts. The main tools for involvement include periodic meetings between management and workers' representatives; these meetings are a key moment for confrontation and discussion of issues related to working conditions, safety and the well-being of employees, as well as for gathering useful proposals and reports to improve the working environment. The frequency and structure of these meetings are defined according to operational needs and emerging issues, ensuring a continuous and constructive dialogue between the parties involved. The operational responsibility for ensuring that these activities are carried out correctly and that the results are integrated into the company's strategies lies with various high-level functions, depending on the subject matter. In some cases, it is the management itself that deals with involvement, while for health and safety issues the task falls to the Safety Manager. For issues related to staff management and organisational well-being, the Human Resources Manager plays a key role, while the Sustainability Manager deals with sustainability aspects and environmental and social initiatives. Most of the subsidiaries have procedures in place for workers' complaints and have elected workers' safety representatives. During the year, the Group's Italian companies hold a periodic meeting in accordance with the provisions of Article 35 of It. Legislative Decree 81/08, attended by the Employer, the Company Physician, the RSPP (Health and Safety Officer) and the RLS (Workers' Safety Representatives) representing all workers. There is no global framework agreement or other agreements between the company and workers' representatives in relation to respecting the human rights of the company's own workforce, but the Group concludes agreements with workers' representatives in individual countries. In line with a policy of maximum transparency, a member of the Supervisory Board and all persons within the corporate security organisation chart are also invited to attend the periodic meeting of the Parent Company. The following topics were discussed at the meeting: update on any changes made to the risk assessment document; evaluation of trends in accidents, occupational diseases and health surveillance; the selection criteria, technical characteristics and effectiveness of personal protective equipment that may have been added or modified; safety information and training programmes for executives, supervisors and workers. During each meeting, a new improvement plan is also presented, describing all

objectives that the Prevention and Protection Service aims to achieve for the following year. The undertaking ensures the involvement of its own workforce and their representatives through a structured and differentiated approach, depending on the subject matter and the methodology for collecting feedback. Discussion takes place both directly with the workers and through their representatives. Planned meetings with employee representatives are a key moment to address mainly health and safety issues, while regular meetings with trade union representatives allow for the discussion of broader issues related to working conditions and employee welfare.

A further tool is questionnaires and surveys, which are administered to collect structured feedback on specific topics. In particular, these tools are used to monitor health and safety aspects, assess the effectiveness of internal initiatives such as training courses or team-building activities and collect opinions on any critical issues or improvements to be made. In addition, regular departmental meetings are organised, during which workers can directly propose improvement initiatives, report any operational problems and actively contribute to the development of concrete solutions. This approach makes engagement more targeted and effective, responding to employees' needs in a timely manner. The Group attaches great importance to the analysis of reports and feedback, considering them essential tools for identifying the main areas for improvement. To assess the effectiveness of involvement, the undertaking carefully monitors the feedback received, analyses the results of the questionnaires and checks the tangible outcomes of the initiatives undertaken. This process makes it possible to measure the impact of the actions taken and to identify possible areas for improvement, with the aim of ensuring increasingly effective involvement and continuous improvement of working conditions and corporate welfare. Then there are the training courses dedicated to fundamental topics such as Model 231 (for Italian companies that have adopted it), Anti-Corruption policies (training is carried out every two years), the Code of Ethics (distributed to all employees), Human Rights policies, the Environmental Policy and the Diversity Policy (training was carried out in 2023 and will be carried out in 2026). These training courses not only foster an understanding of the company's values, but also enable workers to internalise the actions taken by the undertaking to respond to the impacts, risks and opportunities identified in the double materiality analysis. Moreover, such initiatives help to publicise the measures taken to better understand the perspectives of workers who may be particularly vulnerable, ensuring a more inclusive and aware work environment.

At the same time, the Group promotes the active involvement of employees through the identification of sustainability goals in the departments most directly involved. This approach provides an understanding of how corporate strategy is geared towards sustainable growth, integrating multiple aspects in addition to the economic one, including environmental protection, social welfare and responsible governance. By involving employees in setting and monitoring these goals, the Group wants to strengthen the sense of ownership and make all workers an active part of the journey towards a more sustainable future. Through these engagement tools, the El.En. Group therefore wants to promote a participative and transparent working environment, where workers have the opportunity to express their opinions and actively contribute to the continuous improvement of the organisation.

Currently, there is no dedicated process to gather the perspectives of the most vulnerable workers (e.g. women, migrants, people with disabilities). However, they can express their concerns through the same channels available to all employees, as reported in this section.

### **S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns**

Consistently with the commitments made within the Workforce Policies described in the previous paragraphs, aimed at avoiding potential negative impacts on its people, the El.En. Group makes available, through the Whistleblowing Procedure, a specific whistleblowing channel that allows all stakeholders - therefore also employees - to make reports concerning, for example, episodes of discrimination, diversity, violation of human rights and inclusion in general. The procedure describes the process used to provide or contribute to remedy where a negative impact has been caused. Please note that no reports have ever been received; consequently, no remedy plans have ever been implemented. Since 2023, El.En. has set up a whistleblowing channel for violations managed by its Supervisory Board and has prepared a section on the company's website dedicated to

the issue of whistleblowing. The Whistleblowing Procedure of El.En., approved by the Board of Directors and therefore available on the website [www.elengroup.com](http://www.elengroup.com) in the *Governance/Report management/Whistleblowing* section, governs the operational methods for making and transmitting reports and the subsequent receipt, analysis, and processing stages. It further provides information on the protection measures established by the Company in compliance with current regulations and governs the activities of the party receiving and managing the report to ascertain its validity and, if necessary, undertake appropriate corrective and disciplinary actions. It also ensures that these channels, made available by the company, are effectively available and accessible to employees within their working environment.

All El.En. Group Policies, including the Code of Ethics, refer to the “Whistleblowing Procedure” for the submission of reports and the procedure for handling them. El.En. has procedures in place to expeditiously, independently and objectively investigate incidents concerning the undertaking’s conduct, including cases of active and passive corruption. The El.En. Group guarantees the confidentiality of the sources and information that comes into its possession, without prejudice to legal obligations. The Group does not tolerate any form of retaliation against anyone who makes a report in good faith, nor against anyone who has refused to carry out actions contrary to this document, even if there have been negative consequences for the business as a result of such a refusal. Therefore, any employee, collaborator or stakeholder who becomes aware of a suspected or known violation of the Policies or laws in question must immediately report it, even anonymously, through the channels indicated in the Whistleblowing Procedure. In Italy, Group companies organise regular meetings with workers' representatives based on legal and industry regulations, to enable them to represent the interests and needs of workers. The Group considers that workers are aware of the existence of these communication channels, to communicate concerns or needs, as the procedure is published on the company website and is accessible to all. Within these procedures, the Group has established policies to protect individuals using these structures or processes, including worker representatives, from potential retaliation.

## **S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions**

The El.En. Group, recognises the importance of responsible workforce management, adopting a structured approach to addressing material impacts; no significant risks or opportunities related to the workforce were identified within the double materiality analysis.

To manage material impacts, the company allocates specific resources in terms of budget or tools, including dedicated professionals such as HR managers, worker representatives, etc., monitoring tools such as internal surveys or analysis of turnover data, corporate well-being and ongoing dialogue mechanisms such as periodic meetings held with worker representatives. The approach adopted ensures that relevant issues are constantly monitored, ensuring that any critical issues are addressed in a timely and effective manner. The double materiality analysis did not bring to light any relevant risks or opportunities in relation to the workforce. As far as negative impacts are concerned, we have implemented targeted actions to improve working conditions, promote the safety and well-being of employees, and strengthen inclusion and equal opportunity policies, which are reported in the Sustainability Plan and have as their maximum time horizon the conclusion of the Plan. In particular we have introduced safety training programmes and work-life balance initiatives, such as flexible working hours and WFH. Measures to mitigate negative impacts were evaluated through process prioritising workforce feedback: the Group identified and assessed the scale of impacts through monitoring tools, such as internal surveys, worker reports and personnel data analysis. Subsequently, the most appropriate measures were identified and implemented, selected above all based on their ability to respond in a proportionate and targeted manner to the problem encountered.

At the same time, we have worked to enhance the positive impacts of our activities by encouraging professional growth through skills development and upgrading. The adoption of mentorship programmes and the strengthening of the corporate culture through workshops and team building have helped to improve staff satisfaction and productivity. Finally, we actively seize opportunities for innovation in work, through the digitisation of internal processes and the promotion of more agile and inclusive organisational models. We remain committed to constantly improving working conditions, enhancing human capital and creating an increasingly sustainable and inclusive working environment.

The effectiveness of these actions is monitored over time through employee feedback and regular review of well-being and satisfaction indicators, ensuring continuous improvement of working conditions. The actions implemented to mitigate the negative impacts on the workforce are supported by the resources already foreseen in the company budgets. At present, no specific financial resources are allocated beyond those already earmarked under the ordinary activities of human resources management and organisational welfare. Likewise, no additional financial resources are foreseen for the future beyond those already included in the corporate spending plans.

The following negative impacts came to light within the double materiality analysis and are managed and assessed by the Group's policies:

- The corporate activities may entail an impact on the health and safety of the companies' employees because they expose them to various risk related to the performance of their tasks (e.g., physical risks, risk related to ergonomics, etc.). Numerous daily activities are carried out by all Group companies, which are committed to ensuring a healthy and safe working environment that complies with regulations in the area of worker safety and the environment. The aim is to spread and develop awareness among people of the risks associated with their work activities and to promote responsible behaviour by all workers, with targeted programmes and training aimed at preventing potential personal injury. Please refer to section S1 - 14 of this document for further details on occupational health and safety activities.
- In order to try to remain competitive in the market compared to other organisations in developing countries, the Group may seek to reduce staff expenses, increase working hours and fail to take care of the working environment, leading to a failure to comply with appropriate labour standards; to mitigate these risks, the El.En. Group has adopted and disseminated the Code of Ethics, the Policy on Respect for Human Rights, and the Policy on Diversity, approved by all Group companies and distributed to all employees. Key actions include complying with and monitoring international labour standards required by the Policy, implementing corporate welfare practices for the well-being of employees within each subsidiary, and promoting a corporate culture based on fairness and safety. Furthermore, investment in training and innovation allows productivity to be improved without resorting to cost-cutting strategies that compromise respect for workers' rights.
- Inefficient compensation and benefits management (e.g. non-competitive salary policies, unclear or inconsistent performance appraisal systems, benefit offers not aligned with employees' needs) could lead to negative consequences on employee satisfaction, with possible repercussions on talent retention; to mitigate the risks associated with inefficient management of compensation and benefits, the Group's companies adopt strategies aimed at ensuring fairness and competitiveness. Actions, managed independently by the various subsidiaries, include benchmarking salaries against market standards, implementing performance appraisal systems (even if not formalised), and offering personalised benefits such as flexible working, well-being support, and professional development plans based on the actual needs of employees. Such strategies foster talent engagement and retention, curbing the risk of turnover and dissatisfaction.
- The skills required to perform certain types of work mean that the organisation strives to create an inclusive environment that can make the best use of employee diversity. The staff recruitment and management procedures adopted by the Group rather than the geographical location of certain subsidiaries may disadvantage certain categories of people, generating a negative impact in terms of inclusion and equal opportunities for employees. In order to promote an inclusive environment and enhance diversity, the Group approved and disseminated first the Code of Ethics and then the Diversity Policy, which requires a commitment that all Group companies implement recruitment and staff management policies based on fairness and transparency, as well as awareness and training programmes on diversity and inclusion among their employees. During the year, some subsidiaries held meetings, promoted shows or moments of reflection on issues related to respect for diversity and inclusion. For more details, please refer to "S1-9 Diversity metrics" and "S3-4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions".
- Failure to protect the rights of workers (in relation to topics such as forced labour, child labour and the respect of human rights) could lead to employee dissatisfaction with the risk of protest, such as strikes or demonstrations. To protect workers' rights and prevent potential protests, the Group ensures compliance with applicable regulations, encourages dialogue with employees through regular meetings, and takes measures and establishes whistleblowing channels to prevent discrimination and injustice.

- The nature of the El.En. Group's business requires the presence in the company of highly specialised professionals who are up-to-date on the latest regulations. A deficiency in the ability to train adequate professional profiles and to keep them in the organisation could have negative consequences on the quality and safety of the Group's products. To meet the need for highly specialised figures, the Group invests in continuous training programmes and collaborations with research institutes, thus ensuring high standards of quality and safety in production processes. For more on these issues, see "S1-13 Training and skills development metrics" and "S3-4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions".

The positive impacts that were found within the double materiality analysis and that the Group's policies seek to improve and increase are:

- The El.En. Group, guarantees its employees personal and professional growth on all levels thanks to continuous training, so as to boost and improve staff skills, respond efficiently to the market's demands and allow the organisation to grow, generating value for all stakeholders;
- The Group may participate in the creation of specialisation pathways and professional profiles in line with the needs of the area in which its companies are established;
- The organisation of specific training pathways for the creation of the skills required by the sector could lead the Group to contribute to the development of the local area and to be able to use professional profiles that are in line with the requirements of its supply chain;
- The Group's business activities involve the creation of jobs along the entire value chain, generating a positive impact for the communities in which it operates and contributing to their economic and social development.

In order to maximise these opportunities, all Group companies are committed to ensuring employees' personal and professional growth through continuous training programmes aimed at strengthening skills and responding effectively to market needs, while fostering organisational development. Many companies actively participate in the creation of specialisation pathways and the definition of professional profiles in line with local needs, collaborating with educational institutions and local realities because they perceive the mutual benefit to be gained from such exchanges. The Group is increasingly active in organising targeted training courses to develop the skills required by the sector, thus contributing to the growth of specialised figures within its territory and the availability of qualified resources for the production chain. The Group is aware that through its business activities it generates employment opportunities along the entire value chain, creating a positive impact for local communities, and therefore engages even more actively in such activities. The Group ensures that its practices do not cause or contribute to negative impacts on its own workforce through the application of the Corporate Policies for which see section S1.1 and through constant monitoring and integration of ESG principles into business processes. In particular, for procurement practices, the Group has implemented a due diligence procedure for suppliers and agents, assessing compliance with ethical and social standards. For sales and use of data, measures are taken to ensure responsible business practices and the protection of privacy.

Initiatives aimed at employees during 2025 include the following activities:

In continuity with the previous year, certain Italian subsidiaries continued the "Leadership & Managerial Empowerment" course: this training programme is aimed at a selected group of employees within the parent company and various Italian subsidiaries, in collaboration with the POLIMI Graduate School of Management. The project, which concluded in 2025, stemmed from the company's desire to invest in the professional and personal development of the Group's managers by offering a stimulating training experience that not only deepened and consolidated leadership skills but also created cross-functional and inter-company synergies.

Foosball tournament: In June 2025, the Calenzano Hub organised its third table football tournament, following successful events in 2023 and 2024. The event was attended by the national president of the Foosball Federation. The Italian Football Table League provided its professional foosball tables for the occasion and referees ensured that the rules were respected in every competition. The tournament, which saw the participation of hundreds of players from the Group's various companies, was a major moment of aggregation.

During 2025, the parent company El.En. organized two "Theatre in the Company" events on its premises, significant moments of sharing and reflection dedicated to social awareness issues.

In March 2025, El.En. hosted Monica Guerritore, a leading international actress, playwright, and director, who performed “Donne prigioniere di amori straordinari” (Women Imprisoned by Extraordinary Loves). The performance offered a moment of intense reflection on the theme of violence against women.

In December 2025, lawyer and criminologist Edoardo Orlandi and playwright Eugenio Nocchiolini staged the play “Nessuno, il Mostro di Firenze” (Nobody, the Monster of Florence). The work addressed one of the darkest chapters in Italian history, linked to the case of the Crimes of the Monster of Florence, while offering an unusual and deeply human perspective: that of the victims.

Over the years, theatre has proven to be a valuable tool for awareness and dialogue among employees, creating a space for listening and discussion, stimulating critical thinking, and strengthening the sense of community. Through these initiatives, the company reaffirmed that the workplace can also be an environment of values, culture, and collective growth.

In 2025, Quanta System promoted a series of three training sessions on relationship management and effective communication in collaboration with a psychoanalytic clinic in Varese. This also included a dedicated agreement for employees to access individual therapy at a reduced rate.

Furthermore, to foster sharing and a sense of belonging, every employee was provided with three free monthly tickets to attend Futura Volley home matches in the Serie A2 championship.

Finally, in 2025 Quanta System launched two initiatives aimed at protecting the health of its employees. The first, dedicated to prevention for women, provides free check-ups and screenings for early diagnosis, thanks to a collaboration with a local outpatient clinic. The official launch was in October, and the project will run until the first half of 2026. The second is an on-site physiotherapy programme for all staff, conducted with FioVan, providing screenings and treatments directly at the workplace to promote musculoskeletal well-being.

During 2025, the subsidiary ASA developed a physiotherapy prevention project for its employees, through the following professional services: a screening for each employee to assess their well-being; four preventative physiotherapy sessions and a final follow-up meeting to assess the person's well-being.

Also during the year, ASA promoted a programme dedicated to the value of diversity, divided into awareness-raising and discussion events. In February, it celebrated “Odd Socks Day,” reflecting on the importance of acceptance and individual uniqueness. In May, cultural diversity was celebrated by sharing traditional dishes from different countries. In autumn, in collaboration with the association Women For Freedom, themes of inclusive communication and respect were explored, including participation in the “Liberamenti” exhibition at Palazzo Bonaguro. The program concluded in December with a talk by Sebastiano Zanolli, coach, advisor, and author of numerous best-sellers, who led an interactive reflection on intergenerational collaboration.

In 2025, Asclepion Laser Technologies launched a linguistic mentoring programme to enhance language skills, particularly English, which became necessary following the launch of an important international project. Employees with a high level of English proficiency, either acquired over time or as native speakers, voluntarily supported colleagues interested in improving their use of the language in their daily work context. In addition to language skills, the programme aimed to improve internal communication, foster connections between colleagues, and promote greater cultural openness.

The second project focused on workplace health promotion. A free yoga class was introduced at the company headquarters in June 2025. Furthermore, “health days” were organised featuring doctors and physiotherapists who provided consultations on back health, ergonomics, and healthy eating. The events were held both in person and remotely, to allow travelling colleagues to participate. This initiative aimed to strengthen employee inclusion, well-being, and engagement, demonstrating the company's commitment to people.

The time horizons within which the Group intends to complete each of the above actions are defined in line with the duration of the Sustainability Plan; certain actions are then planned on an annual basis, ensuring constant monitoring and alignment with the company's strategic objectives. At present, no specific financial resources are allocated beyond those already earmarked within the framework of ordinary management activities.

## S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

S1 - OWN WORKFORCE				
Objectives	Targets	Deadline	2025 results	Scope
<p>WELFARE, DIVERSITY AND EQUAL OPPORTUNITIES</p> <ul style="list-style-type: none"> <li>Develop innovative welfare policies;</li> <li>Promote equal opportunities by developing an inclusive culture through training and awareness-raising initiatives on diversity and inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>Continue implementing innovative solutions compared to traditional ones and monitoring the projects implemented every year;</li> <li>Promote a training programme on diversity and equal opportunities that reaches at least 75% of the corporate population;</li> <li>Monitor the applications received, interviews and recruitment by gender.</li> </ul>	<p>2023-2027</p> <p>2027</p> <p>2027</p>	<p>El.En. Two performances of the «Theatre in the Workplace» to promote culture and moments of sharing.</p> <p>Third edition of the internal foosball tournament.</p> <p><b>ASA</b> Preventive physiotherapy program for all employees. Initiatives on inclusion and diversity, featuring training events and cultural activities, carried out in collaboration with Women for Freedom on the topics of inclusive communication and equal opportunities.</p> <p><b>Quanta System</b> Three training sessions on relationship and effective communication, and an agreement for individual psychological support.</p> <p>Free monthly admissions to home matches of Futura Volley, to strengthen the sense of belonging.</p> <p>Health program: women's prevention with free medical examinations and an in-company physiotherapy pathway including musculoskeletal and treatments.</p> <p><b>Asclepion</b> Launch of the linguistic mentoring program to enhance English skills through peer-to-peer practice. Health program including a free yoga course and dedicated wellness days, featuring consultations with doctors and physiotherapists on ergonomics, back care and healthy nutrition.</p>	Group
<p>HEALTH AND SAFETY</p> <ul style="list-style-type: none"> <li>Improve occupational health and safety performance with a view to reduce accidents to protect the health of workers and the working environment;</li> <li>Consolidate the plan of training and prevention activities, the updating of risk detection procedures and the use of protective PPE;</li> <li>Continuous improvement of health and safety conditions for workers through the development of new initiatives.</li> </ul>	<p>On an annual basis, implement and monitor the training and prevention plan on occupational health and safety.</p>	<p>2023-2027</p>	<p>5,153 hours of health and safety training delivered during 2025.</p>	Group

S1 - OWN WORKFORCE				
Objectives	Targets	Deadline	2025 results	Scope
<p><b>TRAINING</b></p> <ul style="list-style-type: none"> <li>Promote growth, training and enhance human capital;</li> <li>Promote awareness of relevant sustainability parameters and responsible sourcing principles for the supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>Promote and implement annual training projects for the growth of people and the advancement of certain key figures within the organisation;</li> <li>Within the annual training sessions, provide specific courses on leadership, team management, EI.En. Group policy, sustainability issues;</li> <li>Training on the principles of responsible sourcing and monitoring of your Supply Chain.</li> </ul>	<p>2023-2027</p> <p>2023-2027</p> <p>2025</p>	<p>The parent company EI.En and several subsidiaries completed the Leadership &amp; Managerial Empowerment course in collaboration with the POLIMI Graduate School of Management;</p> <p>The partnership with the Big Academy advanced training program, dedicated to the development of managerial skills, continues in 2025.</p> <p>A total of 33.769 hours of training were delivered (technical, language, health and safety, quality, managerial, commercial and sustainability-related training, etc...).</p> <p>Training was provided to all relevant offices on the principles of responsible sourcing and on Supply Chain monitoring.</p>	Group
<p><b>SURVEY AND COMMUNICATION</b></p> <ul style="list-style-type: none"> <li>Develop a working environment where people feel involved and motivated to build their professional future through the use of annual surveys.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure at the end of the Plan at least 70% participation in the Surveys with at least 80% of stakeholders expressing an overall positive opinion.</li> </ul>	2027	We began discussing the project with the HR managers of the main subsidiaries.	Group
<p><b>VARIABLE REMUNERATION MbO</b></p> <ul style="list-style-type: none"> <li>Assignment of sustainability targets within the corporate variable remuneration system</li> </ul>	<ul style="list-style-type: none"> <li>Allocation to the top management of subsidiaries of a percentage of variable remuneration linked to sustainability targets.</li> </ul>	2027	The project was launched for the subsidiaries by identifying the executives and middle managers to whom specific points for sustainability in the context of the subsidiaries' MbO will be assigned.	Group
<p><b>HUMAN RIGHTS</b></p> <ul style="list-style-type: none"> <li>Targeted training to disseminate a broad understanding of human rights principles and how they are universally applied</li> </ul>	<ul style="list-style-type: none"> <li>Every two years carry out specific training on Respect for Human Rights for all the Group's companies;</li> <li>Dissemination of the Code of Ethics to all new employees.</li> </ul>	<p>2024-2026</p> <p>2023-2027</p>	Dissemination of the Code of Ethics to all new employees.	Group

The time targets, approved by the Board of Directors within the Sustainability Plan and related to the topics of the own workforce are numerous, demonstrating that for the Group, people are the most important corporate asset. The reference year for targets requiring this is 2022, as progress monitoring started in 2023. The methodologies and significant assumptions used to define the objectives are not based on scientifically proven data. The ability to innovate and pursue excellence depends on the people and collaborators involved in all activities and is the result of the specialisation, skills and passion that characterise all the people working in the Group. The objectives are geared towards enhancing the positive impacts and reducing the negative impacts observed on their own workforce. The company adopts an approach based on measurable, results-oriented objectives, using them as a tool to guide its initiatives and monitor progress over time. The Group did not interact directly with employees or their representatives to set targets, but closely monitored needs and requirements based on feedback and reports received. The most suitable actions were then selected based on these observations and based on the real possibility of realising them, in order to achieve the set objectives. Data are not provided by third-party sources. The methods and assumptions used to define these objectives are not based on sound scientific data, but on an analysis of company performance and monitoring of detected KPIs, with which the effectiveness of actions to address the detected impacts, risks and opportunities for the own workforce is assessed. In the area of welfare, diversity and equal opportunities, the Group wants to continue to develop innovative welfare policies and promote equal opportunities. This (relative) objective is also reflected in the Diversity Policy, where the Group is committed to developing an inclusive culture in order to remain more competitive in the market compared to other organisations, especially for organisations operating in developing countries, and to increasingly increase the skills needed to perform certain types of

work, which also implies that the organisation strives to create an inclusive environment that enhances the diversity of employees. To this end, the Group implements and reports on the welfare solutions implemented each year. By 2027, the Group intends to implement a training programme on diversity and equal opportunities to reach at least 75% of the corporate population and to improve the monitoring of applications received, interviews conducted, and hires made. This objective is related to the requirements of the Diversity Policy on the promotion of training for all employees, with both refresher courses and courses dedicated to specific topics, in order to enhance the knowledge and specialisation of each resource within the organisation and the provision of a training programme on diversity and equal opportunities that reaches the majority of the company population.

In the area of health and safety, the El.En. Group wants to maintain its high performance in protecting the health of workers and the work environment, consolidating its plan of training and prevention activities, updating risk detection procedures and the use of protective PPE, and promoting awareness campaigns on prevention and the physical and mental health of workers through the development of new initiatives. An annual occupational health and safety prevention and training plan is carried out and monitored for each Group company. These actions are aimed at reducing job-related risks (e.g. physical risks, ergonomic risks, etc.) and increasing awareness of the importance of one's physical and mental health both inside and outside work environments. This objective ties in with the requirements of the Human Rights Policy and the Code of Ethics, in which the Group is committed to ensuring a safe workplace by taking all appropriate measures to prevent accidents and injuries. For more details, see paragraphs "8. Positive working environment" and "9. Practices for a healthy and safe environment" of the Human Rights Policy. Within the scope of such policy, the Group is committed to managing the hazards and risks associated with each task and activity, to providing competence and awareness of the risks associated with work environments and tasks to all staff through continuous training and information, to identifying the best PPE for each task, and to providing and training staff in its use. All work instructions and procedures relating to health and safety issues are periodically reviewed to make changes and improvements, to adopt rules of good practice in the management of contracts and sub-contracts, to reduce possible risks from interference and to always seek the best available technology for individual and collective protection. The El.En. Group is committed to allocating adequate human and financial resources to the achievement of the goal of significantly reducing accidents and to the objective of constantly improving working conditions.

In the area of training, the Group's objectives are to promote the growth, training and development of its human capital and to promote awareness of relevant sustainability parameters and responsible sourcing principles for the supply chain. Each year, the Group monitors the promotion and implementation of annual training projects designed to support employee growth and the career advancement of key personnel within its various subsidiaries. Specifically, the training programme of each subsidiary is monitored to verify the delivery of specific courses on topics such as leadership, team management, El.En. Group policies, sustainability, etc. During 2025, the Group also achieved its target of conducting an initial training session for its manufacturing companies on the principles of responsible supply chain procurement and monitoring. These activities aim to mitigate potential shortages of highly specialised professionals who are up to date with recent regulations, as well as the risk of perceived gaps in the protection of workers' rights, which could lead to employee dissatisfaction. The El.En. Group, guarantees its employees personal and professional growth on all levels thanks to continuous training, so as to boost and improve staff skills, respond efficiently to the market's demands and allow the organisation to grow, generating value for all stakeholders. Through these objectives the El.En. Group seeks to enhance the positive impacts identified in the double materiality analysis regarding the creation of specific specialisation or training paths. These paths contribute to local development by fostering skills required by the sector and ensuring the availability of profiles aligned with the needs of the Group's supply chain. Indeed, the Group's business activities involve creating jobs throughout the value chain; by pursuing these objectives, positive impacts are generated for the communities in which Group companies operate, contributing to their economic and social development. Within its Diversity Policy, the Group is committed to promoting training for all employees, including both refresher courses and sessions dedicated to specific topics, to enhance the knowledge and specialisation of every individual within the organisation.

Regarding remuneration, last year sustainability-linked variable remuneration parameters were assigned to executives and middle managers within those El.En. departments most directly involved in these issues. more directly affected by the proximity to these issues and, in the coming years, sustainability objectives will also be assigned to the top management of the controlled companies. During the previous year, the target of allocating a percentage of variable remuneration to sustainability goals with a 2024 deadline was met. The assignment of

sustainability-linked MBOs is an effective tool for integrating ESG principles into corporate strategy, aligning the entire organisation toward common goals. This fosters greater awareness and empowerment at all levels, reinforcing a commitment to more sustainable practices. This objective contributes to improving the corporate climate, fostering employee motivation and engagement, which are essential for the company's growth and competitiveness. This absolute target is linked to an evolving landscape moving toward an increasingly sustainable business model; indeed, this initiative testifies to the integration of sustainability principles into the Group's corporate strategy, making sustainability not only a core value, but also a key element of our approach to performance and growth. With this measure, the Group intends to incentivise behaviour and concrete results that contribute to the improvement of our environmental, social and governance performance.

In the area of respect for human rights, in order to provide training aimed at disseminating a broad understanding of human rights principles and how they are universally applied within the Group, all new employees are provided with and in some cases a brief introduction to the Group Code of Ethics for all new hires. The presence of the Code of Ethics and of the Human Rights Policy is ensured on notice boards or in shared folders, so that a copy is always available to all employees. In 2024, to align with the requirements of the European CSRD and ESRS standards, both the Code of Ethics and the Group Policies were reviewed, discussed, and approved by the Board of Directors of El.En., and subsequently adopted by the subsidiaries, translated into local languages where necessary, and distributed to all Group employees; in 2025 training sessions to be conducted during 2026 were prepared. These actions serve to mitigate the possibility that a lack of protection of human rights may be perceived in the Group and along its supply chain and this lack may generate dissatisfaction among its employees. This objective is linked to the commitment of the El.En. Group to monitoring, applying, and respecting the Human Rights Policy and the Code of Ethics within its organisational boundaries, with the expectation that all collaborators, suppliers, and business partners respect these rules, commitments, and principles by operating according to the highest ethical standards and in compliance with all applicable laws.

Finally, by the end of the Sustainability Plan period, the organisation would like to carry out a Survey asking people to evaluate their working environment and whether they feel involved and motivated to build their professional future. At least 70% of all employees are hoped to participate, with at least 80% of them giving an overall positive opinion. The Group's Diversity Policy is committed to ensuring a positive and productive working environment for all collaborators, guaranteeing fair treatment with equal dignity and respect.

## S1-6 – Characteristics of the undertaking's employees

As at 31 December 2025, the Group had 1.412 employees, compared to 2.080 in the previous financial year. This decrease is entirely attributable to the divestment, as previously described, of the Chinese companies (which at the end of last year had a total of 690 employees) and the sale of the majority stake in WithUs (which had 37 employees during the same period). The remaining variance results from the natural progression of hires and resignations, as well as the acquisition of Nexam and the establishment of new sales branches in 2025, totalling approximately 16 employees.

Most of the Group's employees, 1.119 people, work in Italy, 229 in Germany, 31 in Brazil, 14 in France, 11 in Spain, 6 in Poland and 2 in the United Kingdom.

<b>Gender</b>	<b>2025</b>	<b>2024</b>
Male	1.031	1.577
Female	381	503
Other	-	-
Non reported	-	-
<b>Total</b>	<b>1.412</b>	<b>2.080</b>

Year	2025				2024			
	Female	Male	Other	Not reported	Female	Male	Other	Not reported
Italy	287	832	-	-	272	815	-	-
France	5	9	-	-	4	6	-	-
Germany	76	153	-	-	79	141	-	-
Spain	3	8	-	-	1	4	-	-
Poland	2	4	-	-	1	3	-	-
UK	1	1	-	-	1	3	-	-
Japan	-	-	-	-	17	20	-	-
China	-	-	-	-	123	567	-	-
Brasil	7	24	-	-	5	18	-	-
<b>Total</b>	<b>381</b>	<b>1.031</b>	-	-	<b>503</b>	<b>1.577</b>	-	-

The Group is committed to establishing dialogue relationships with its employees in order to reconcile people's needs with company requirements. This commitment is reflected in the fact that 97% of the Group's employees are hired on permanent contracts. In addition, 95% of employees at Group level are employed on a full-time contract.

Gender	Female		Male		Other		Not reported		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
<b>Year</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
<b>Number of employees</b>	<b>381</b>	<b>503</b>	<b>1.031</b>	<b>1.577</b>	-	-	-	-	<b>1.412</b>	<b>2.080</b>
Number of permanent employees	365	381	1.000	1.023	-	-	-	-	1.365	1.404
Number of temporary employees	16	122	31	554	-	-	-	-	47	676
Number of non-guaranteed hours employees	-	-	-	-	-	-	-	-	-	-
Gender	Female		Male		Other		Not reported		Total	
<b>Year</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
<b>Number of employees</b>	<b>381</b>	<b>503</b>	<b>1.031</b>	<b>1.577</b>	-	-	-	-	<b>1.412</b>	<b>2.080</b>
Number of full-time employees	328	436	1.017	1.562	-	-	-	-	1.345	1.998
Number of part-time employees	53	67	14	15	-	-	-	-	67	82

The number of employees who left the company during the reference period was 111. The turnover rate<sup>3</sup> decreased from last year to 5%, compared to 20% in 2024. The figure is lower because the initial data also include the employees of the Chinese companies; If we exclude figures for employees of Chinese subsidiaries, the turnover rate would have been 9% last year, as well.

All Group workforce figures are shown in HeadCount (HC) at the end of the reporting period, i.e. 31 December 2025.

During the fiscal year, we had 164 new hires (72 people under 30, 74 people in the 30-50 age group and 18 people over 50) and 111 departures (32 people under 30, 58 people in the 30-50 age group and 21 people over 50). The cost of personnel as at 31.12.2025 amounts to EUR 107.047 thousand.

<sup>3</sup> We calculated the employee turnover rate as the ratio between the number of employees who left the workplace voluntarily or due to layoffs or retirement and the number of employees as at 31.12.2025.

Country	Italy		France		Germany		Spain		Poland		UK		Japan		China		Brasil	
Year	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
<b>Number of employees</b>	<b>1.119</b>	<b>1.087</b>	<b>14</b>	<b>10</b>	<b>229</b>	<b>220</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>4</b>	-	<b>37</b>	-	<b>690</b>	<b>31</b>	<b>23</b>
Number of permanent employees	1.082	1.043	14	10	220	212	11	5	6	4	2	4	-	37	-	66	30	23
Number of temporary employees	37	44	-	-	9	8	-	-	-	-	-	-	-	-	-	624	1	-
Number of non-guaranteed hours employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Year</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
<b>Number of employees</b>	<b>1.119</b>	<b>1.087</b>	<b>14</b>	<b>10</b>	<b>229</b>	<b>220</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>4</b>	-	<b>37</b>	-	<b>690</b>	<b>31</b>	<b>23</b>
Number of full-time employees	1.081	1.047	14	10	202	189	11	5	6	4	1	3	-	29	-	688	30	23
Number of part-time employees	38	40	-	-	27	31	-	-	-	-	1	1	-	8	-	2	1	-

## S1-7 – Characteristics of non-employee workers in the undertaking's own workforce

The number of non-employees in the own workforce is 32 as at 31 December 2025. The Group collaborates with various types of non-employee workers, including self-employed workers, who provide specialised skills in the administrative, commercial and clinical areas, temporary workers through employment agencies, who provide support in production and warehouse activities, and trainees, involved in customer service activities. All figures for non-employees are shown in Head Count (HC) at the end of the reporting period, i.e. 31 December 2025, and the figures are not subject to estimates.

	2025	2024
<b>Total number of non-employee workers in own workforce, during the period</b>	<b>32</b>	<b>26</b>
Total number of non-employee workers in own workforce - self-employed workers	5	4
Total number of non-employee workers in own workforce - workers provided by undertakings primarily engaged in employment activities	20	19
Stage	7	3
Other (es. voucher ecc.)	-	-

## S1-8 – Collective bargaining coverage and social dialogue

The Group aims to build an open dialogue with its employees in order to reconcile people's needs with the needs of the undertaking. This commitment translates into the management of different categories of contracts: from national and/or sectoral bargaining, to collective and/or company agreements, to individually concluded contracts. In particular, in Italy the National Collective Bargaining Agreement (Contratto Collettivo Nazionale di Lavoro) is applied (100% of employees are covered by collective bargaining), in Germany, the workers' council signs a collective agreement on an annual basis (approximately 97% of employees are covered); in France, the Convention Collective IDCC n°1982 or the Convention Collective Nationale des Commerces de Gros is applied; and in Spain, employees are covered by the Convenio Colectivo del Sector del Metal or Maquinaria Industrial, Agrícola, Material. At the Group level, 99% of employees are covered by agreements based on collective bargaining (considering only EEA countries where the Group has significant employment, the rate is 100% in Italy and 97% in Germany). The same database used for the ESRS S1-6 disclosure requirement was used for this calculation.

For employees not covered by collective bargaining agreements within the EEA, the Group determines their working conditions and terms of employment in compliance with local legislation that ensures the protection of fundamental workers' rights and the balance of labour relations in the country. Outside the EEA countries, the percentage of own employees covered by collective agreements is 94%. It should be noted that in Brazil, collective bargaining is conducted annually as the Convenções Coletivas de Trabalho (CCT) are legally binding sector-wide agreements mandatory for all companies in the relevant sector and geographical area. For the metalworking sector, the company is part of the Convenção Coletiva de Trabalho dos Metalúrgicos (CCT Metalúrgicos), stipulated by the relevant unions. In Great Britain, local legislation is followed. The coverage rate by collective bargaining agreements is 87% for non-employees from EEA countries. Specifically, we have considered the category of temporary workers, all of whom work within the national territory and whose working conditions are the same as those applied to employees; the remainder are self-employed. The same database as ESRS disclosure requirement S1-7 was used for the calculation.

The percentage of employees covered by worker representatives in EEA countries is 94% for Italy and 90% for Germany. Currently, the company does not have a representation agreement through a European Works Council (EWC), a Works Council of a European Company (SE), or a Works Council of a European Cooperative Society (SCE).

Coverage Rate	Collective Bargaining Coverage		Social dialogue
	Employees – EEA (For countries with > 50 employees who represent > 10% of the total employees)	Employees – Not-EEA (for countries with > 50 employees who represent > 10% of the total employees)	Workplace representation (EEA only)
0-19%	-	-	-
20-39%	-	-	-
40-59%	-	-	-
60-79%	-	-	-
80-100%	Italy, Germany	-	Italy, Germany

## S1-9 – Diversity metrics

The Group recognises the need to value principles such as diversity integration and gender equality as forms of personal protection in the workplace: these values are promoted both in the Code of Ethics and in the Policy on Human Rights and the Policy on Diversity, in which all the companies of the Group undertake to ensure that their employees are treated fairly and valued. Women account for 27% of the workforce, a figure that rises to 43% when considering the white collar worker category alone; the markedly production-oriented nature of the Group's activities results in a higher incidence of male workers in the blue collar worker category. Regarding gender diversity in leadership, female presence within the El.En. Group's top management (executives and junior managers) is 24% (a total of 40 women), up from 22% in 2024. For gender distribution within the administrative and supervisory bodies, please see section GOV-1 – The role of the administrative, management and supervisory bodies. The Group's personnel is predominantly young: 58% of employees are in the 30–50 age group, 18% are under 30, and 24% are over 50.

Diversity metrics are reported in HeadCount (HC) at the end of the reporting period, i.e. 31 December 2025. The same database as ESRS disclosure requirement S1-6 was used for the calculation.

Year	2025	2024
<b>Number of employees</b>	<b>1.412</b>	<b>2.080</b>
Under 30	249	422
Percentage of employees under 30	18%	20%
Between 30 and 50 years old	823	1.308
Percentage of employees aged between 30 and 50	58%	63%
Over 50 years	340	350
Percentage of employees over 50	24%	17%

<b>Number of employees top management level</b>	<b>2025</b>	<b>2024</b>
Female	40	46
% of total at top management level	24%	22%
Male	130	163
% of total at top management level	76%	78%
Other gender	-	-
% of total at top management level	-	-
No data	-	-
% of total at top management level	-	-
<b>Total</b>	<b>170</b>	<b>209</b>

### **S1-10 – Adequate wages**

All employees of the El.En. Group<sup>4</sup> receive appropriate wages that comply with the applicable reference standards. In Italy there is no legal minimum wage set by law, but they are mainly determined through national collective labour agreements (CCNL). Specifically, the El.En. Group applies the provisions of the relevant National Collective Bargaining Agreements (CCNL) (CCNL Metalmeccanici and CCNL Commercio) for all employees working in the national territory, while for other employees it respects the minimum wages set locally. The analysis reported here considered the employees in service as at 31 December 2025. The same database used for the ESRS S1-6 disclosure obligation was used for the calculation.

### **S1-13 – Training and skills development metrics**

Training has always been considered fundamental for the growth of staff and the development of the key skills essential for a company's success. We promote continuous training with both refresher and subject-specific courses in order to enhance the knowledge and specialisation of each resource within the company. The training activity aims to stimulate and expand the professional skills of its employees and is structured to ensure a differentiated offer aimed at involving all professional categories at all levels. In 2025, 33.769 training hours were delivered, with an average of 26 hours for female employees and 23 hours for male employees. The main training categories include: technical training with 17.558 hours, health and safety training with 5.153 hours and management training with 2.832 hours. It should be noted that specific managerial training in 2025 accounted for 8% of total training hours, an important sign that highlights the tendency of many Group companies to invest in these training courses, which are considered fundamental for the professional growth of their people. It is also specified that the Group currently conducts periodic performance and career development reviews for employees, but that these are not formalised.

Training and competence development metrics are reported in HeadCount (HC) at the end of the reporting period, i.e. 31 December 2025. The average training hours per employee were calculated by dividing the training hours by gender and relating them to the total number of employees of the same gender.

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<sup>4</sup> It is specified that three interns and one apprentice of the Asclepion company are exempt from the application of minimum wage regulations due to the type of contract.

## S1-14 – Health and safety metrics

We are committed to ensuring a healthy and safe working environment that complies with worker and environmental safety regulations. Our aim is to spread and develop awareness among people of the risks associated with their work activities and to promote responsible behaviour by all workers, with targeted programmes aimed at preventing potential personal injury, as established in the Code of Ethics and Group Policies. The percentage of employees covered by an occupational health and safety management system is 99%. In all the Group's manufacturing companies that adopt a health and safety management system, the issue of health and safety is managed and monitored through processes that, although not centralised and coordinated at Group level, ensure that in each subsidiary there are procedures related to the protection of workers' health and safety, worker training and the implementation of corrective and improvement actions. In Italian companies, the subject is regulated by It. Legislative Decree 81/2008; likewise, the foreign production subsidiaries oversee health and safety in accordance with local regulations. The Group's Italian companies have also addressed the issue of Health and Safety within the framework of the Organisational model pursuant to It. Legislative Decree 231/2001. The guiding principle is that safety policy should be elevated to a corporate value, on a par with all the other values that characterise corporate strategy.

Just as organisational systems are used to manage economic resources, so too safety must be an essential value, to be constantly achieved and implemented, with the help of an organisational system that identifies the tools, responsibilities and motivations aimed at expressing and translating the commitment of top management in this respect. Based on the Organisational Model, it is planned to identify and allocate the responsibilities related to health and safety among the company departments, to map and self-assess the risk, and to prepare training activities. For the companies located in the Calenzano area, the central role of the HSE office in safety management has made a more coherent and uniform view of company policy towards this issue available over time. All production companies have a process for identifying risks relating to the health and safety of workers: in Italy this activity is formalised in the Risk Assessment Documents (DVR); In the Chinese companies, workplace risks are formalised and communicated to workers through the "Employer Handbook"; Likewise, in German subsidiaries, risk analyses are formalised in dedicated documents that are updated periodically. Risk identification is subject to the subsequent identification and implementation of corrective and/or preventive actions. Most of the subsidiaries have procedures in place for workers' complaints and have elected workers' safety representatives. During the year, the Group's Italian companies hold a periodic meeting in accordance with the provisions of Article 35 of It. Legislative Decree 81/08, attended by the Employer, the Company Physician, the RSPP (Health and Safety Officer) and the RLS (Workers' Safety Representatives) representing all workers. In line with a policy of maximum transparency, a member of the Supervisory Board and all persons within the corporate security organisation chart are also invited to attend the periodic meeting of the Parent Company. The following topics were discussed at the meeting: - update on any changes made to the risk assessment document; - evaluation of trends in accidents, occupational diseases and health surveillance; - the selection criteria, technical characteristics and effectiveness of personal protective equipment that may have been added or modified; - safety information and training programmes for executives, supervisors and workers. During each meeting, a new improvement plan is also presented, describing all objectives that the Prevention and Protection Service aims to achieve for the following year. German company Asclepion also employs specific committees with expertise in health and safety, which meet periodically to assess the progress and management of the issue. In all manufacturing companies, departments and persons responsible for health and safety are identified (e.g. employer, RSPP and supervisors for the Italian company; general manager and department manager for the Chinese companies; employer and safety manager for the German company). In all production companies, training and information on health and safety is provided both at the time of recruitment and periodically thereafter. The structure and type of training courses are defined by the individual companies; however, in general, all provide both training for generic risks and training for specific risks related to certain tasks, first aid training, and periodic refresher courses. Given the nature of the production activity carried out, all companies have established safety procedures and provide for collective and individual protective equipment for artificial optical radiation risks. Specifically, all production workers have personal protective equipment available and then, prevention or collective protection devices such as bulkheads, containment boxes and turnstiles are provided in a different manner to delimit production areas. In non-manufacturing companies as well, the issue is also monitored through the collection and monitoring of accident-related data. In 2025, at Group level, there were no deaths due to work-related injuries and illnesses; 19 work-related injuries with an accident rate of 6,14 for a total of 596 days of sick leave were recorded. The main types were injuries and bruises, mainly of the limbs. Furthermore, there were no cases of work-related illnesses during the year.

Following accidents, companies investigate the causes of accidents in order to develop possible preventive and ameliorative actions.

It is specified that there were no cases of accidents or occupational diseases involving the non-working category during the year. In addition, at Group level there is a 94% coverage rate by an occupational health and safety management system for non-workers<sup>5</sup>.

The methodology for calculating occupational accidents and illnesses is based on data recorded and recognised by the competent bodies. Only accidents occurring at work are considered accidents, excluding commuting events. The types of injuries included include injuries, contusions, fractures, grazes and burns. With regard to occupational diseases, only those recognised by INAIL [National Institute for Insurance against Accidents at Work] were taken into account.

	Employees		Non-Employees	
	2025	2024	2025	2024
Percentage of own workers who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	99%	83%	94%	85%
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	-	-	-	-
Number of fatalities in own workforce as result of work-related injuries	-	-	-	-
Number of fatalities in own workforce as result of work-related ill health	-	-	-	-
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites	-	-	-	-
Number of fatalities as result of work-related ill health of other workers working on undertaking's sites	-	-	-	-
Number of fatalities as result of work-related injuries of other works working on undertaking's sites	-	-	-	-
Number of recordable work-related accidents for own workforce	19	36	-	-
Rate of recordable work-related accidents for own workforce	6	9	-	-
Number of cases of recordable work-related ill health of own workforce	-	-	-	-
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	596	451	-	-

<sup>5</sup> In this regard, it should be noted that the data were reported in response to the requests of Disclosure Requirements S1-14, points 89 and 90. The Group has chosen to include this information despite the voluntary nature of the relevant DRs.

## **S1-16 – Compensation metrics (pay gap and total compensation)**

Regarding remuneration metrics, gross annual salaries including salaries, bonuses, stock bonuses, etc. were used for the calculation, and foreign currency salaries converted at the average annual exchange rate. In addition, for those employees who were hired during the year, the total annual remuneration was still taken as the total annual remuneration, and for those employees with a part-time employment contract, the remuneration was adjusted based on full-time hours. In light of these considerations, the percentage of the pay gap between female and male employees of the Group's employees as at 31.12.2025 is 20%<sup>6</sup>. The variance compared to the previous year is entirely attributable to the deconsolidation of the Chinese companies; indeed, excluding them, the 2024 pay gap would have been broadly aligned with the 2025 figure.

To refine the analysis, during 2025, several companies added parameters for employee seniority and job type to allow for the comparison of the pay gap across multiple variables. On the other hand, the ratio of the total annual remuneration of the highest paid person to the median annual remuneration of all Group employees (excluding the highest paid person) is 39,80.

## **S1-17 – Incidents, complaints and severe human rights impacts**

The Group upholds and respects the rights of the individual in accordance with the UN Universal Declaration of Human Rights and therefore acts and operates with the utmost respect for people and applicable labour regulations, discouraging and repressing any discriminatory behaviour or behaviour that threatens people's safety. The Group evaluates the impartiality of treatment as a fundamental component in every human relationship and considers the individual, his or her ideologies and rights, to be values to be protected. The behaviour of each employee and collaborator must comply with the principles and rules expressed in the Code of Ethics and in the laws and contractual regulations governing labour relations. By distributing its Code of Ethics and Human Rights Policy to employees, collaborators, and suppliers, the El.En. Group aims to ensure respect for human rights (prohibition of discrimination, forced labour, and child labour; freedom of association), including in areas identified as having a higher potential risk (e.g., the supply chain).

Since 2023, El.En. S.p.A. has set up a whistleblowing channel for violations managed by its Supervisory Board and prepared a section on the company's website dedicated to the issue of whistleblowing. This section contains the "Whistleblowing Procedure", applicable to all the companies of the El.En. Group, which governs the procedures for making reports (as well as the related reception, analysis and processing process) by anyone sent or transmitted, providing the Whistleblower with clear operational indications on how to transmit reports, as well as on the forms of protection provided by the Company in accordance with the applicable regulations. The Procedure also regulates the activity carried out by the person receiving the report ("Manager") in order to ascertain the validity and grounds of the reports and to take appropriate corrective and disciplinary action, if necessary. It should be noted that there were no incidents of discriminatory practices, including harassment, during the reporting year, and therefore no costs were recorded in the income statement arising from such incidents. It is specified that the number of complaints submitted through the channels set up for the company's own workers to raise concerns is zero.

Finally, it is specified that there were no cases of serious human rights incidents related to the company's workforce during the reference fiscal year; therefore, no costs resulting from accidents or complaints of this type were recorded in the income statement.

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<sup>6</sup>The calculation consists of subtracting the average gross salary of men from that of women, then dividing the result by the average gross salary of men and finally multiplying by 100.

## **S.3 Affected communities**

### **SBM-2 Interests and views of stakeholders**

For this disclosure, please refer to section SBM-2 "Interests and views of stakeholders" within the "General Information" section.

### **SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model**

For the identification of impacts, risks and opportunities related to affected communities, please refer to paragraph SBM-3 in the "General Information" section. With specific reference to ESRS S3, the double materiality analysis of the El.En. Group identified some material impacts that can be found in the table in the previous paragraph "IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities".

### **S3-1 – Policies related to affected communities**

The El.En. Group, strives daily to ensure that its work has a positive impact on the environment and the surrounding communities. The Group's commitment to business ethics continued in 2025 through various community initiatives: every day the people of the El.En. Group work to make a positive impact in people's lives and, through a number of targeted projects, the Group donates its skills and tools to non-profit organisations, foundations or cutting-edge scientific laboratories, in the service of people's health and wellbeing as well as in the industrial sector and in the conservation and restoration of cultural heritage. The Group companies are also very closely linked to the areas they are active in and are committed to taking part in solidarity initiatives and in supporting cultural, social and educational initiatives through sponsorships, equity investments in associations and the promotion of work-related learning projects, internships and apprenticeships. The Group has a significant positive impact on the affected communities, which include not only the workers along the entire value chain, but also the surrounding areas where the companies are active. These efforts not only create job and development opportunities, but also show the Group's commitment to contributing to sustainable and inclusive growth for the people and areas in which it is active.

Within the Group's Environmental Policy, one commitment involves evaluating, alongside the supply chain, any potential impacts on local communities in countries where raw material extraction takes place, as well as the impact on biodiversity and local communities in those territories. The Group is aware that raw material is a dependency for its business and that its extraction impacts on biodiversity and local communities, which is why, with the supply chain monitoring plan, which will run from 2025 onwards, the Group is committed to evaluating alternatives wherever possible. This commitment is also expressed in the Code of Ethics under the section "Responsibility to the Community," where the Group affirms its awareness of the influence, even indirect, that its activities can have on the conditions, economic and social development, and general well-being of the community. Consequently, the Group intends to conduct its activities in respect of universal human rights and local and national communities, and to support cultural and social initiatives to enhance its reputation and social acceptance; it expects all its collaborators, suppliers and business partners to abide by its rules, commitments and principles and to work according to the highest ethical standards and in compliance with all applicable laws.

For further information on the Code of Ethics, the Human Rights Policy and the Environmental Policy, please refer to the previous paragraph "MDR-P - Policies adopted to manage material sustainability matters".

The Group describes its human rights commitments by ensuring compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. The disclosure deals with the relevant issues, outlining the Group's approach to respecting the rights of communities and the measures taken to prevent and remedy

human rights impacts. The Group confirms that its policies regarding affected communities comply with recognised international standards, including the United Nations Guiding Principles on Business and Human Rights. The Group has always adopted a proactive approach to dialogue with the communities concerned, which is daily and aimed at understanding the needs of the community and improving our actions with a view to sustainability.

In the context of business operations and along the value chain, there were no reported cases of non-compliance with the UN Guiding Principles, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises involving affected communities.

## **S3-2 – Processes for engaging with affected communities about impacts**

The El.En. Group, has always pursued numerous initiatives to increase the process of listening to interested communities and local authorities through direct involvement, which takes place with specific methods and communication channels depending on the subject involved, adapting to the specificities of each project<sup>7</sup>.

Operational responsibility for the involvement of affected communities is not assigned to a single sector or function, but is distributed among different business areas according to the nature of the activity and the stakeholders involved. This approach allows for a focused and effective dialogue, ensuring that the results steer corporate strategies in a manner consistent with specific competencies and responsibilities. Ultimately, the responsibility for ensuring that this involvement takes place and that the results guide the undertaking's approach lies with the management. In recent years, the Group has frequently been invited to participate in events promoted by local institutions to present ongoing projects and key sustainability initiatives within the region: the various Group companies have responded positively to requests to participate in such events, in order to have the opportunity to discuss and develop sustainable activities for the area, or to attend meetings with local and national authorities and discuss regulatory innovations and future implications with other local entities. The dialogue with local communities is also expressed through the numerous work-related learning projects promoted and through participation in career-day events. Establishing and maintaining partnerships with universities and research centres is crucial to maintaining a constant dialogue with these bodies, both nationally and internationally. All Group companies consider these exchanges to be crucial both in research and development and for their own success in the talent search and selection process. Maintaining these channels is essential to increase opportunities to get to know people and to promote the development of technical and scientific skills in the areas where companies are active, including through curricular and extracurricular university internships. Regarding the donations or gratuitous loans provided by the Group—aimed at facilitating access to care and improving healthcare for vulnerable and disadvantaged people worldwide, or contributing to the conservation of Global Artistic Heritage via restoration systems—the equipment to be donated is identified on a case-by-case basis by evaluating the merits of the proposed project through continuous exchange and dialogue with the community: we conduct subsequent monitoring to verify the extent to which our systems and accessories are used and how many people benefit from them, with the aim of improving people's well-being and quality of life. We want to make sure that our skills, knowledge and technologies made available promote equitable access to care and increasingly effective healthcare worldwide.

The Group's readiness to share its tools, expertise, and knowledge is reflected in the formal commitment set out in the target "Expanding positive social impacts" within the 2023–2027 Sustainability Plan: this support must occur annually through donations or gratuitous loans of laser systems for medicine, aesthetics, or the conservation of artworks.

When the opportunity arises, the Group is committed to better understanding the views of affected communities, with particular attention to the most vulnerable or marginalised groups. Among the topics addressed, that of combating violence and the role of women is of central importance, both in external initiatives and internal policies. For a more in-depth look at the specific activities carried out in this area again this year, please refer to section S3-3 below of this document.

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<sup>7</sup> The thematic areas for which we engage with local communities can be indirect social impacts, attention to respect for the territory, support for employment or social and cultural initiatives and the main tools for dialogue are institutional websites, meetings or participation in events, press releases, collaborations in support of the world's artistic heritage or in support of some philanthropic association, national or regional research projects, etc. Once one of these community channels is activated, the listening frequency is continuous.

### **S3-3 - Processes to remediate negative impacts and channels for affected communities to raise concerns**

The El.En. Group, has set up a whistleblowing channel for violations managed by its Supervisory Board and has prepared a section on the company's website dedicated to the issue of whistleblowing; it therefore has mechanisms in place to collect feedback information or to raise concerns for all stakeholders, in relation to the Group's practices and any negative impact the Group may have caused or contributed to. The Whistleblowing Procedure makes it possible for all stakeholders, including representatives of affected communities, to report their concerns in good faith. The Whistleblowing Procedure governs the procedures for making reports (as well as the related data reception, analysis and processing process) by anyone sent or transmitted, providing the Whistleblower with clear operational indications on how to transmit reports, as well as on the forms of protection provided by the Company in accordance with the applicable regulations. It is not expected that business partners will adopt the tool made available to the Group for whistleblowing. The Procedure also regulates the activity carried out by the person receiving the report ("Manager") in order to ascertain the validity and grounds of the reports and to take appropriate corrective and disciplinary action, if necessary. The undertaking ensures the availability of safe and accessible channels for whistleblowing non-compliant conduct through its procedure by allowing all stakeholders to report anonymously and securely any violations, ensuring that reports are handled promptly, confidentially and impartially. The procedure describes the process used to provide or contribute to remedy where a negative impact has been caused. The reports are received by the Supervisory Board, an autonomous and independent body that handles reports with diligence and professionalism. The SB ensures that the handling process is carried out and its outcomes are obtained in accordance with the Group's Policies and Code of Ethics. For further details, please refer to the "Whistleblowing Procedure", available at [www. elengroup.com](http://www.elengroup.com). Affected communities are informed of the existence of the structures and processes available to express concerns or needs and receive assistance as information and procedures relating to these tools are communicated via the corporate website [www. elengroup. com](http://www. elengroup. com). The procedure on the website also mentions protection from retaliation against those who report issues or concerns. For more information, please refer to paragraph "G1.1 Business conduct policies and corporate culture" of this document.

### **S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions**

Everyone in the Group strives every day to ensure that their work has a positive impact on people's health and quality of life. The social work strategy is to provide skills, knowledge and tools, with the dual aim of facilitating access to care and improving health care for vulnerable people and those most disadvantaged around the world and to increase scientific knowledge: we work for science and for a healthier world. Group companies participate in cultural, social, educational and sporting solidarity initiatives through sponsorships, equity investments in associations and donations with the aim of strengthening their ties with the local community.

The material negative impact identified in the double materiality analysis concerns local communities in countries where the raw materials used by the Group are extracted. This is an indirect but still material impact, as it is linked to the Group's dependence on these materials. In this regard, in its Environmental Policy, the Group is committed to assessing, together with the supply chain, the potential effects of mining activities on local communities in the areas where the raw materials are sourced.

In 2025, more stringent supply chain monitoring was launched and will continue on an ongoing basis, with the aim of acquiring useful information to evaluate possible future alternatives, where technically and strategically feasible. In particular, throughout the year, ESG questionnaires – relating to environmental, social, and governance issues – were submitted to the suppliers of El.En. and its main subsidiaries, selected based on their relevance to turnover, geographical area of operation, and level of criticality.

The results collected will be subject to a more in-depth analysis in 2026, aimed at defining any improvement plans, if necessary. At present, no specific financial resources have been allocated for future interventions.

Below are the actions and initiatives through which the Group strives to promote positive impacts on affected communities: these activities reflect the Group's approach to ensuring responsible interaction with communities, contributing to their sustainable development and the well-being of those involved. The approach adopted ensures that relevant issues are constantly monitored, ensuring that any critical issues are addressed in a timely and effective manner. The double materiality analysis did not reveal any relevant risks or opportunities in relation to the affected communities. The time horizons within which the company intends to complete each action are defined in the Sustainability Plan. To date, there is no dedicated budget for the actions and the quantification of the resources to be dedicated to the different projects is done on a case-by-case basis, during the evaluation phase of the initiative. The Group does not resort to sustainable financial instruments, the possibility of implementing the planned actions is not conditioned by the recognition of financial support or the evolution of public policies and the market, but only by the company's available resources.

Donations - One of the operating methods in the social field is to support non-profit organisations, foundations and cutting-edge scientific laboratories around the world with specific donations, accompanying them in the use of new technologies in the service of patient health, as well as in the conservation and restoration of cultural heritage. The Group strongly believes in the value of its donations to support the most fragile communities, formalising this commitment in its 2023-2027 Sustainability Plan. Over time we have donated our medical systems to numerous hospitals: the State Hospital of the Republic of San Marino; the Careggi Hospital and the Meyer Children's Hospital in Florence; the Moshi Medical Centre in Tanzania; the Paediatric Outpatients Clinics in St. Albert's, Mary Mount, St. Rupert's and Chitsungo Mission Hospitals in Zimbabwe; the Mondino Foundation National Neurological Institute IRCCS; the Valduce Hospital; the Bambin Gesù Children's Hospital; the Gemelli Hospital in Rome; and the Princess of Naradhiwas University Hospital in Thailand. Furthermore, our lasers were also donated to the Vatican for the restoration of marble sculptures, busts, fountains and statues, as well as to the Uffizi Gallery and the Archaeological Museum in Florence for the restoration of paintings and sculptures, and also to other museums, such as the MET in New York and the Paul Getty Museum in Los Angeles, as well as to associations such as "Gli Angeli del bello" in Florence to clean up graffiti in the city.

In 2025, El.En. donated a sophisticated laser for the treatment of sea turtles to the Blue World Institute of Marine Research and Conservation in Lošinj, Croatia. This advanced technology allows for more precise, less invasive, and more effective veterinary procedures on injured marine reptiles, demonstrating El.En.'s commitment to sustainability and the conservation of marine ecosystems.

The subsidiary Quanta System donated a Litho EVO surgical laser to the Cambodia-China Friendship Preah Kossamak Hospital in Phnom Penh. The latest-generation Litho EVO system, intended for minimally invasive urological surgery, will enable local doctors to treat urinary stones and prostate conditions with high-precision techniques and reduced recovery times.

Finally, in 2025, El.En. donated an EOS QS laser device to the French Ministry of Culture, one of the most advanced technologies in the world for the restoration of cultural heritage. The donation ceremony took place at the École du Louvre, home to the restoration laboratories and a cutting-edge scientific centre that supports over 1.200 public restoration facilities across France.

Promoting training and youth employment - The El.En. Group is committed to supporting cultural, social and educational initiatives to strengthen ties with local communities. The aim is to promote a positive exchange between the Group and the region, creating mutual benefits. The Group companies actively co-operate with higher education institutions and universities to foster the development of technical and scientific skills through activities such as university internships, work-related learning projects and participation in events such as career days, which make it easier for students to get in touch with the employment world. In particular, in 2025 the companies of the El.En. Group implemented work-study programmes involving 57 secondary school pupils.

Key 2025 activities include:

BIG ACADEMY and BIG-IN: Also during 2025, the parent company El.En. is a partner in the "Big Academy" advanced training programme for managers in sectors such as energy, mechanics, optics, electronics and IT. The aim of the course is to train future business leaders, transferring to them the ability to understand the changing global business environment. The programme, which combines academics and top business managers, alternates between theory and real business practice, offering a comprehensive overview of management in large international companies. El.En. is also involved in the Big-in project, created in 2023 by the network of companies and academics linked to the BIG Academy. Big-in is a three-month workshop course for students at the University of Florence, allowing them to get in touch with the corporate world, develop soft skills and understand business dynamics. The programme, with lectures delivered by both business and academic trainers,

helps young people to better understand organisations and human relations, preparing them for the world of work and defining their professional goals. El.En. believes in the importance of training new generations to meet the challenges of technological innovation.

**DEKA Academy:** DEKA periodically hosts Training Labs, workshops and seminars at its headquarters with the aim of providing a practical approach to medical and aesthetic laser technologies. These workshops are held by clinical experts with a focus on the latest applications and represent a unique educational opportunity to enhance knowledge in the field of medical and aesthetic lasers among DEKA, doctors and distributors from all over the world.

**Asclepion Academy:** it is an initiative of the German subsidiary Asclepion Laser Technologies GmbH that offers customers the opportunity to keep up-to-date with the latest developments in the field of laser medicine. For over twenty-five years, regular events have been organised with the participation of people from all over the world. The aim of the Academy is to promote the development of scientific knowledge by making the advantages of laser technology known to an increasing number of people. Day after day, Asclepion is committed to improving the well-being of patients and supporting the success of local practices and partners. To support customers in the use of laser technology, practical and theoretical training courses are offered, including live treatments and training on laser device safety. The Academy organises courses on physical principles, biological effects and legal regulations, with workshops in Germany, Austria and Switzerland, supported by medical experts. In addition, webinars allow customers around the world to interact in real time, receive information on treatments and review content via videos available on the company's YouTube channel.

**ASA LASER - *Energy for health* and the value of sharing:** ASA, through its magazine "Energy for Health", published by ASAcampus jointly with the University of Florence, is committed to spreading scientific knowledge and promoting the culture of laser and magnetic therapy. The journal, founded over ten years ago, collects the results of internationally conducted research and clinical studies and has now become an important reference point for sharing experience and knowledge, distributing articles free of charge during courses, conferences and online. In addition, the "ASA Research Library" section on the company website collects the numerous scientific papers published using ASA technologies, making research results available to all.

**Its Vita Foundation:** The subsidiary Deka M.E.L.A. is one of the founding members of Fondazione VITA - Istituto Tecnico Superiore (ITS) per le Nuove tecnologie per la Vita (Higher Technical Institute (ITS) for New Technologies for Life) - established in 2015 in Tuscany to respond to the demand for new and high technical and technological skills from companies and to train specialised professional figures in a strategic sector such as Life Sciences. The ITS Vita Foundation constitutes an important segment of tertiary education as an alternative to university education, as it runs highly specialised technological courses in the pharmaceutical, biotechnological and medical device sectors in cooperation with the Region of Tuscany, MIUR, companies, universities and research centres. This important partnership between companies, universities and institutions thus makes it possible to promote the dissemination of technical and scientific culture, to support measures for the development of the economy by developing skills in line with the real needs of companies, and to pursue active employment policies guaranteeing concrete professional opportunities for students.

**A laser for women's intimate health:** in 2010, the El.En. Group introduced the MonaLisa Touch laser treatment for vulvo-vaginal atrophy, which has become the most popular non-pharmacological treatment. Over the years, it has expanded its offer with MonaLisa Glide and Dr. Arnold, also treating chronic pelvic pain and urinary incontinence. The Group is engaged in research and awareness-raising on female gynaecological problems, such as vulvodynia and urinary incontinence, which affect millions of women, often undiagnosed. The DEKA IntiMate project was also created, a new communication programme describing the world of DEKA therapies for women's intimate health with a description of the pathologies that can be treated with DEKA technologies.

During 2025, the Group conducted its first structured monitoring cycle of primary suppliers by distributing ESG questionnaires, the responses to which were consequently analysed. The activities conducted did not reveal any significant critical issues or elements that would require the initiation of additional investigations. To ensure continuous improvement, the Group plans to request, where needed, more detailed information and documentary evidence supporting the declarations provided by suppliers, to further strengthen the reliability of the supply chain risk assessment and the monitoring of risks along the supply chain.

During the reporting period, no serious human rights problems or incidents were reported in relation to the communities concerned.

### S3-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

S3 - AFFECTED COMMUNITIES				
Objectives	Targets	Deadline	2025 results	Scope
<p><b>YOUTH EMPLOYMENT</b></p> <ul style="list-style-type: none"> <li>Promote youth employment through partnerships with colleges and universities. Promote activities aimed at guiding young people's choices in study paths in line with the demands of the labour market.</li> </ul>	<ul style="list-style-type: none"> <li>Activation of at least one annual work-related learning project and reporting on collaborations for secondary, university and post-graduate training projects;</li> <li>Annual activation of scholarships/internships and traineeships.</li> </ul>	2023-2027	Work-related learning projects, traineeships and training internships were launched in many subsidiaries.	Production companies
<p><b>IMPROVING QUALITY OF LIFE</b></p> <ul style="list-style-type: none"> <li>Place tools and solutions on the market to improve patients' quality of life and people's well-being and to facilitate accessibility to treatment.</li> </ul>	<ul style="list-style-type: none"> <li>At least one system per year donated and/or loaned free of charge.</li> </ul>	2023-2027	<p>Donation of a laser to the Sea Turtle Rescue Centre "Blue World Institute" of marine research and conservation, in Croatia.</p> <p>On the occasion of the celebration of Quanta System's 40<sup>th</sup> anniversary, the company donated a LithoEVO laser to the Preah Kossamak Hospital of the Cambodia-China friendship in Phnom, Pehn.</p>	<p>El.En.</p> <p>S.p.A. Deka Mela S.r.l.</p> <p>Quanta System S.p.a</p>
<p><b>PRESERVE THE ARTISTIC HERITAGE</b></p> <ul style="list-style-type: none"> <li>Contribute to the preservation of the world's artistic heritage.</li> </ul>	<ul style="list-style-type: none"> <li>At least one system per year donated and/or loaned free of charge.</li> </ul>	2023-2027	Donation of an EOS QS laser for conservation to the French Ministry of Culture, one of the most advanced technologies in the world for the restoration of cultural heritage.	<p>El.En.</p> <p>Quanta System S.p.a</p>

The 2023 - 2027 Sustainability Plan, approved by the El.En. Board of Directors circulated to all subsidiaries, contains various objectives dedicated to community relations, including the promotion of youth employment through relations with institutes and universities, for the creation of specialisation paths for the transmission of know-how to new generations, and the donation of laser instruments for medicine and for the conservation and restoration of works of art, to contribute to the development of scientific knowledge and the economic and social development of the community. The time objectives, approved by the Board of Directors, are geared towards enhancing the positive impacts on the affected communities. The Group adopts an approach based on measurable, results-oriented objectives, using them as a tool to guide its initiatives and monitor progress over time. The Group wishes to promote youth employment through collaborations with high schools and universities, to encourage activities aimed at guiding young people's educational choices, in line with the demands of the labour market: it monitors this objective annually, verifying the activation of work-study projects with high schools and the activation of scholarships, internships, or traineeships, especially for university or postgraduate education. The goal of setting work-related learning projects as well as internships or apprenticeships in motion is defined through straight interaction with the schools involved by directly comparing the training needs of students and the skills required in the employment world. This dialogue makes it possible to structure courses that concretely meet the school's educational expectations and the company's objectives, guaranteeing a valuable educational experience for the students. We constantly monitor the undertaking's performance, assessing the number of participants and the effectiveness of the programmes offered.

The following objectives were set to meet the desire of the El.En. Group to place tools and solutions on the market to improve patients' quality of life and well-being and to facilitate accessibility to care, as well as contributing to the conservation of the global artistic heritage: the Group monitors this objective annually, verifying the donations and/or loans made during the financial year. Donations or gratuitous loans are always defined through a dialogue with the beneficiary institution in order to understand its specific needs and maximise the positive impact of the initiative. This process allows the Group's contribution to be aligned with the real needs of the community, ensuring effective use of resources and concrete benefit for the recipients.

No specific targets have yet been established to reduce negative impacts on communities, as the only impact identified by the double materiality analysis is indirect; for now, the future actions that the Group has planned involve strengthening supply chain monitoring, in order to ensure greater control over any negative impacts on local communities resulting from procurement activities. The Group will continue to closely monitor the evolution of these issues, with the aim of promptly identifying any new impacts, risks and opportunities that may emerge in the coming years. Should future analyses reveal significant elements hitherto undetected, the organisation will consider setting specific targets and concrete measures to protect the community.

## **S.4 Consumers and end-users**

### **SBM-2 - Interests and views of stakeholders**

For this disclosure, please refer to section SBM-2 "Interests and views of stakeholders" within the "General Information" section.

### **SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model**

For the identification of impacts, risks and opportunities concerning consumers and end-users, please refer to paragraph SBM-3 of the "General Information" section. With specific reference to ESRS S4, the double materiality analysis of the El.En. Group identified some material impacts that can be found in the table in the previous paragraph "IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities".

### **S4-1 – Policies related to consumers and end-users**

The Group is aware that the complexity of its business requires high quality standards, and therefore the commitment we promote and maintain to the Quality and Safety of our products is essential to its continued growth and success.

We strive every day to provide valuable products to our customers in order to establish a loyalty process based on quality, reliability and safety, ensuring that product requirements are recognised and appreciated and that every measure is taken to ensure regulatory compliance. We always pay the utmost attention to the design and development stages of our systems: as a matter of fact, our value also comes from the study and application of increasingly selective, effective, and safe methods.

The innovative capacity of the El.En. Group is based on continuous experimentation that, thanks to the development of cutting-edge systems and technologies, allows it to provide customers a wide range of top-quality products that stand at the top end of the market in terms of innovation and excellent performance. The Group also stands out for its attentive and scrupulous after-sales service, which uses increasingly advanced monitoring and response tools. One of the distinctive elements of the El.En. Group is also represented by capillary and structured entities dedicated to marketing and after-sales service, in order to respond in a targeted

and comprehensive manner to customers in specific channels or geographical areas. All this enables to maintain a focus on customer care with a stable, reliable but also flexible organisation with fast response times. To date, a Group Quality Policy has not been adopted, but the companies El.En. S.p.A., Deka M.E.L.A. S.r.l., Quanta System S.p.A., ASA S.r.l. and Asclepion GmbH have adopted a Quality Policy that guarantees the continuous improvement of company processes and the maintenance of high standards in order to achieve compliance of activities with the standards of the national authorities of the countries in which they are active. The various Group companies comply with a variety of standards and regulations, depending on the geographical area and type of business in which they operate; please refer to paragraph "S4-4 - Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions" below for more details on all standards and laws.

The Group is committed to achieving continuous improvement in the quality of its products and services by motivating and engaging its people: this objective is pursued through the optimisation of company processes, according to efficiency criteria and shared, homogeneous, streamlined and effective working methods. There is also an increasing tendency towards a risk management-oriented Quality Policy, as a tool for evaluation and decision-making, in order to pursue continuous improvement through appropriate preventive or corrective actions. Employees receive basic training on product quality and safety. The responsible Quality functions verify on a daily basis that products comply with safety requirements and investigate incidents that occur and promptly implement corrective actions. The staff in charge of these controls receive regular training on the activities to be performed, aligned with new regulations, recommendations, best practices at national and international level. The companies receive regular external audits from independent certification bodies on product safety and the correctness of the procedures and processes put in place. The commitment to ensuring that product requirements are recognised and appreciated, and that all necessary steps are taken to ensure regulatory compliance, in order to provide valuable products to our customers, is formalised in our policies. These policies address material impacts and risks identified during the dual materiality analysis process, reflecting the Group's principles towards its customers. The Code of Ethics reiterates that the Group is committed to spreading and consolidating a safety culture by developing risk awareness and promoting responsible behaviour by all collaborators; it also works to preserve, especially through preventive actions, the health and safety of workers, as well as the interests of other stakeholders. The Group's objective is to protect its human, capital and financial resources by constantly seeking the necessary synergies not only within the companies, but also with suppliers, companies and customers involved in its business. To this end, the internal structure—attuned to the evolution of reference scenarios and the resulting change in threats—implements technical and organisational interventions, such as: the introduction of an integrated risk and safety management system; a continuous analysis of the risk and criticality of the processes and resources to be protected; the adoption of the best technologies. The Code of Ethics states that the El.En. Group's main objective is to fully satisfy the needs of its customers and clients and to create relations based on the principles of legality, fairness, loyalty and transparency. Relations with customers and clients are governed by specific contracts, which are characterised by maximum clarity and comprehensibility. The Group ensures that negotiations and contractual relationships with customers are conducted with the utmost fairness and in compliance with current legislation; it also monitors the constant compliance of multi-year framework agreements with customers against corporate principles and policies. Consistently with the principles of impartiality and equal opportunities, Group companies undertake not to discriminate arbitrarily against their customers, to provide high quality products and services that meet the customer's reasonable expectations and protect their safety and security, and to be truthful in advertising, commercial or any other kind of communication.

Within the Human Rights Policy, the El.En. Group is committed to ensuring respect for human rights throughout the value chain, all the way to the customers. It is specified that the El.En. Group did not detect any significant impacts on the human rights of the users of the devices produced.

Please refer to the section entitled "Disclosure pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)" within chapter "2. Environmental information" of this document for more details on the OECD Guidelines.

We believe that the active involvement of consumers is essential to continuously monitor our impacts, including possible human rights impacts. That is why we promote channels of dialogue with consumers to gather feedback and improve business practices. Our commitment to human rights is an integral part of our sustainability strategy and corporate social responsibility. We will continue to monitor, improve and strengthen our practices

to ensure that our customers' rights are always protected and respected. It is specified that no reports of serious problems or incidents of human rights issues related to consumers and/or end users have been received.

## **S4-2 – Processes for engaging with consumers and end-users about impacts**

The process of listening to the Group's customers and distributors is carried out mainly through Customer Satisfaction surveys, monitoring appropriate company indicators or administering questionnaires relating to the surveys carried out and, ultimately, monitoring the deficiencies reported.

Some Group companies conduct specific surveys at defined intervals involving a customer and distributor portfolio; customer experience is assessed through feedback obtained during dialogues between company representatives and customers—where opinions, comments, and expressions of interest in a product or service are gathered—as well as through interactions with both the Service department and internal and external sales contacts. For some years now, the parent company El.En. and some subsidiaries have included questions on sustainability issues in the Customer Satisfaction process.

From our customers, we primarily seek to gather opinions regarding product quality and safety, as well as to identify trends and gather insights into their expectations and needs to maintain trust and satisfaction; the primary tools for dialogue include the various institutional websites and the assessment of customer satisfaction through the complaint management process, after-sales customer service, and the commercial communications function. The point of view of consumers and end-users guides the Group's decisions and activities, as customer trust, satisfaction and needs are at the core of the corporate strategy. Through a structured and continuous process of engagement, we collect daily feedback and input that makes it possible for us to assess and manage relevant impacts, both actual and potential.

Customer satisfaction goes hand in hand with the drive towards innovation and sustainability and is determined by a combination of factors: from product characteristics to the evaluation of the service received and the relationship with the company in terms of quality delivered and perceived. This approach allows us to constantly improve the quality of our products and services and to respond to consumer needs in a timely manner. This process is nurtured on a daily basis through multiple opportunities for meetings and discussions, both direct and indirect, which allow us to dynamically incorporate market needs. The following general guideline is followed to improve customer satisfaction:

**Analysis of customer needs and expectations** - The analysis of customer needs, requirements and expectations can vary significantly depending on industry, country, market maturity, type of customer, cultural aspects and other elements. Analysis methods may include market research, trend analysis, CRM information analysis, complaint analysis, and so on. Focusing on customer needs and expectations contributes to customer focus, improving customer satisfaction and loyalty.

**Managing customer expectations** - The first element is to provide services/products consistent with customer expectations. The second element is to address the intangible expectations of customers. Information from customers is collected to monitor their level of satisfaction.

**Monitoring and measuring customer satisfaction** - To improve customer satisfaction, among the various aspects that are analysed are data on how customers feel about services/products and whether they are satisfied with the overall experience with the company. The data collected are translated into trend analyses, root cause analyses, corrective actions, indicators for improving operation, service and/or product and into improvement plans.

## **S4-3 – Processes for engaging with consumers and end-users about impacts**

The El.En. Group, through the Whistleblowing Procedure, has mechanisms in place to collect information on stakeholder feedback and complaints regarding the Group's practices and any negative impact the Group may have caused or contributed to, and allows all stakeholders, including customers and end consumers, to report their concerns in good faith. Involvement within this channel can take place at any stage of the relationship with customers and end users. Involvement is triggered by the end-users in the event that there is a need for them to report or complain to the Group. The Supervisory Board is the body responsible for ensuring that involvement takes place and that such reports are followed up by management. For further details on the Whistleblowing procedure, please refer to paragraph "G1-1 - Business conduct policies and corporate culture". The procedure describes the process used to provide or contribute to remedy where a negative impact has been caused. For more specific detection, customers are provided with several communication channels where they

can report their feedback: the CSS (Customer Satisfaction Survey), a survey carried out periodically on industrial and medical products, as part of a Customer Focused initiative, the Complaint Management process, the analysis of service reports and post-market reliability, and other methods of analysis that may include market research and trend analysis.

With regard to complaint handling, one can receive complaints about sold products from various internal channels, especially from technical support departments that, within their service portals, enter the problems that customers may have encountered after purchasing the product and how they were solved. The data collected by the service portal are used for statistical processing of data relating to product reliability and safety; the analyses take place at regular intervals in order to identify defect trends in the field and identify possible countermeasures for defect resolution and possible decisions regarding corrective and/or preventive actions. These analyses are to be considered as input for the periodic risk review carried out throughout the life of the product.

Each form of interaction with customers provides an opportunity to create value, as it is only by identifying the current and future needs of customers that we will be able to intercept possible growth opportunities and fully understand the adherence of our products to market expectations.

An additional tool useful for improving customer satisfaction is post-market reliability analysis, the purpose of which is to identify any defect trends and immediately propose suitable countermeasures for resolution. Verification allows for the detection of any drift in a timely manner, provided that individual reports of complaints, incidents or adverse events are quickly dealt with on a case-by-case basis. The El.En. Group is deeply committed to the continuous improvement of post-sales flows and processes: as a matter of fact, the role of Service is of crucial importance in the relationship of trust between the companies and their customers.

Consumers are informed about the structures and processes available to express concerns or needs and receive assistance. Information relating to these tools is communicated through the company website [www.elengroup.com](http://www.elengroup.com), the contractual documentation and dedicated support channels. In the Group's Whistleblowing procedure, which can be found on the company website, there is mention of protection against retaliation against those who report problems or critical issues.

#### **S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end- users, and effectiveness of those actions**

The El.En. Group, is aware of the importance of positive impacts on consumers and the need to prevent any potential negative impacts and mitigate any risks.

Below are the negative impacts that have been analysed, along with the actions and initiatives through which the undertaking seeks to prevent, mitigate, or remediate them: one identified negative impact relates to a potential decline in the quality and safety of products and services provided to the market, which could generate negative impacts on people and the environment: the Group has implemented numerous mitigation actions, adopting a highly structured quality management system based on rigorous internal and external controls. Our Quality departments carry out constant checks throughout the production chain, through internal audits, supplier inspections and extensive testing of each product before final release. Our products and our quality system are certified by the world's leading Bodies, which are responsible for overseeing the safety and effectiveness, above all, of medical devices. As a matter of fact, the Group's medical companies periodically receive inspections to renew the certificates they hold, which are indispensable for being able to export our products to foreign countries.

Some companies of the Group have equipped themselves with an Integrated Management System Manual to describe the goals and policies of the Quality Management System and the methods it is applied with. The manual defines the general criteria for meeting the safety and performance requirements of products throughout their life cycle as well as the services provided.

The various Group companies comply with the following standards and regulations, depending on the geographical area and type of business in which they operate:

- ISO 9001<sup>8</sup>;

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<sup>8</sup> Present for companies: El.En. S.p.A., Deka Mela S.r.l., ASA S.r.l. Quanta System S.p.A. and Lasit S.p.A.

- ISO 13485<sup>9</sup> relating to the quality management system for medical devices;
- ISO 14064 <sup>10</sup> for the carbon footprint of organisations;
- European Regulation (EU) 2017/745 MDR (Medical Device Regulation); under Regulation 2023/607, an extension was granted to continue production under the European Directive MDD 93/42/EEC until 31 December 2028; national laws of the member states of the European Union and non-EU countries such as, for example, the United States of America (21CFR820/803/806), Japan, China (CCC Certification for electronic components and Enterprise standard “CNC laser cutting machine”) and Brazil. The medical manufacturing companies El.En. S.p.A., Deka Mela S.r.l., Quanta System S.p.A., Asclepion GmbH and ASA S.r.l. have obtained the MDSAP (Medical Device Single Audit Program) certification. This certification allows bodies recognised and accredited by the Regulatory Authorities of the five participating countries (U.S.A., Canada, Brazil, Japan and Australia) to conduct a single audit of medical device manufacturers to verify that they meet the requirements of ISO 13485 and the national deviations of the relevant countries.

Please note that the subsidiary Quanta System has begun the necessary steps to obtain ISO 14001 certification, with the aim of completing the process and achieving certification as early as 2026.

Following the divestment of the Chinese companies in July 2025, the El.En. Group has ten production sites: five for the industrial sector and five for the medical sector. 50% of the production sites are ISO 9001 certified while 100% of the production sites producing medical devices are ISO 13485 certified.

In line with its commitment to continually improve the quality of its products and services, the Group has initiated a process of optimising its business processes, according to criteria of efficiency and uniform, streamlined and effective working methods. The implementation of these actions, which must be carried out on a daily basis, is in line with the Code of Ethics, which specifies that the Group's success depends on customer trust and satisfaction. The Group's commitment to quality, value and safety is essential for continued growth and success. The Group is committed to providing products that offer value to customers and to maintaining customer confidence in its products based on quality, reliability and safety.

The nature of the El.En. Group's business requires the presence in the company of highly specialised professionals who are up-to-date on the latest regulations. A deficiency in the ability to train adequate professional profiles and to keep them in the organisation could have negative consequences on the quality and safety of the Group's products. To mitigate possible impacts on the end-users of the devices, the Group continuously invests in hiring and training dedicated qualified staff. Training has always been considered fundamental for the growth of staff and the development of the key skills essential for a company's success. The resources assigned to impact management on these issues are the heads of human resources departments. For further details on training, please refer to ESRS S1-13. These actions align with the mandates of the Diversity Policy, i.e. the Group's desire to promote training for all employees to enhance individual knowledge and specialisation, with both refresher courses and courses dedicated to specific topics, in order to boost the knowledge and specialisation of each resource within the organisation.

Another impact noted relates to unclear and non-transparent communication about product information provided to customers, including information on sustainability, such as incomplete information about the products sold, could lead customers to buy products because of their characteristics and negatively affect customer satisfaction. Furthermore, non-compliance with legislative requirements imposed on product labelling and traceability could adversely affect the quality of the final service provided. This is why Group companies, especially those operating in the medical sector, provide clear and transparent communication of their products and comply with the legislative requirements imposed on product labelling and traceability. With a view to transparency and the utmost attention to the customer, and in order to guarantee the appropriateness and correctness of any information provided as well as of all material for the commercial promotion of products (brochures, flyers, catalogues, websites, advertisements in specialized magazines, videos, etc.), is subject to an internal approval process before its dissemination, it having to highlight aspects related to the performance of devices. The resources assigned to impact management on these issues are the heads of the quality and communication departments. As set out in the Code of Ethics, the Group's main objective is to fully satisfy the needs of its customers and clients and to create relations based on the principles of legality, fairness, loyalty and transparency. Relationships with customers and clients are governed by specific contracts, based on

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<sup>9</sup> Present for companies: El.En. S.p.A., Deka Mela S.r.l., Asa S.r.l., Quanta System S.p.A. and Asclepion GmbH.

<sup>10</sup> Present for companies: El.En. S.p.A., Deka Mela S.r.l. and Quanta System S.p.A.

maximum clarity and comprehensibility, for this as well as for the impacts, risks and opportunities outlined below.

Finally, the impact of the fact that the Group may not monitor or exploit technological innovation, which can improve the quality of products and processes (from the point of view of environmental impact by offering more competitive and sustainable solutions) and may not carry out the digitisation of processes (with negative impacts on the attractiveness, traceability, quality and safety of products) was analysed. The Group monitors technological innovation on a daily basis to improve the quality of products and processes from the point of view of environmental impact and to offer more competitive and sustainable solutions, in order to always have highly attractive, traceable, high quality and safe products. Research and Development is at the heart of the strategy and represents the true essence of the El.En Group. The resources assigned to impact management on these issues are the heads of the research and development departments.

The double materiality analysis carried out by the El.En. Group to identify impacts, risks and opportunities revealed a significant risk related to the failure to monitor/deficient monitoring processes for product anomalies, with possible repercussions on the perception of quality, safety and innovation of our products. The Group closely monitors risks related to the quality and safety of its products and implements numerous measures to minimise this risk, adopting a highly structured quality management system based on rigorous internal and external controls. Our Quality departments are the resources assigned to managing these issues and carry out constant checks throughout the production chain, through internal audits, supplier inspections and thorough testing of each product before final release. Our quality management system is certified to the highest international standards, and our companies undergo regular audits to renew their certifications, which are indispensable for operating in international markets. To mitigate the risk also from a financial point of view, the Parent company and its Italian and European subsidiaries have taken out a product liability insurance policy, which covers any claims for damages arising from the use of its products by consumers or other people.

Currently, the risk related to the lack of processes for monitoring product anomalies, with potential repercussions on product quality, safety and innovation, is considered to be significant in the medium to long term. Therefore, there are no significant assessments of this fiscal year's financial statement estimates. The analyses performed will be updated annually in light of the phase-in deadline on the expected financial effects and additional detailed considerations arising from them that may affect the assumptions underlying the financial statements estimates. In view of this assessment, to date the Group has not planned any significant changes in its business model and strategy.

The Group's positive impact on consumers and end-users primarily derives from the constant development of medical and aesthetic laser technologies that improve patient well-being and quality of life, reducing physical, aesthetic, and psychological health problems. Laser selectivity makes for effective treatments with minimal side effects.

In the surgical sector, the minimally invasive laser solutions developed by the Group promote faster recovery, reduced risks related to anaesthesia, no incisions, and greater precision thanks to the use of very thin optical fibres. In dermatology, the laser makes it possible to selectively vaporise damaged tissue without bleeding, with minimal scarring and preservation of skin elasticity. Laser treatments have also proven to be very effective against vaginal atrophy and associated symptoms.

The Group's technologies also contribute to improving the quality of life of people suffering from significant blemishes or dermatological conditions (angiomas, acne, scars, rosacea, discolouration), also reducing their psychological consequences. For many vascular and pigmentation anomalies, laser represents the most effective and less invasive solution compared to pharmacological or abrasive alternatives.

In the aesthetics field, the Group has invested significantly in the research and development of equipment for skin rejuvenation, body contouring, hair removal, and tattoo removal, introducing innovative and non-invasive technologies to the market. Laser treatments ensure short recovery times, natural tissue stimulation, and progressive results that promote patients' psychological well-being. Our hair removal and tattoo removal solutions are effective on all skin types and make for quick and safe procedures.

In summary, the laser technologies developed by the Group bring significant benefits to people's health, image, and psychological well-being, thanks to effective, safe, minimally invasive, and increasingly accessible treatments. The main resources dedicated to these positive impacts are the Research & Development managers and the sales managers.

The El.En. Group distribution network is structured in such a way as to meet the needs of customers who need to receive technical support for products quickly and directly in the countries where end customers are located, which is why most Distributors are equipped with a team of trained technicians, supported by the Service Departments at Headquarters, which maintain supervision and provide support on interventions. In order to be able to better follow the needs of technical training for distributors and enable them to keep up with innovations, some of the Group's companies have equipped themselves, especially in the last year, with specific training environments equipped for this purpose. The resources assigned to impact management on these issues are the heads of the service departments.

The results of the aforementioned actions lead to increased customer confidence and satisfaction and positive feedback from customers. The Group monitors the perception of its products through competitive positioning. In order to monitor and evaluate the effectiveness of the actions taken, key performance indicators (KPIs) relating to customer satisfaction, product/service quality and regulatory compliance are also defined (some of these indicators are those used to monitor the achievement of targets in the Sustainability Plan). Necessary actions are identified through periodic analysis of consumer feedback, using the involvement processes reported in paragraph "S4-2 - Processes for engaging with consumers and end-users about impacts". To ensure effective remedies in the event of adverse impacts, structured processes are in place for handling reports, as outlined in paragraph S4-3 - Processes to remediate negative impacts and channels for consumers and end-users to raise concerns.

The time horizons within which the Group intends to complete each of the above actions are defined in line with the duration of the Sustainability Plan; certain actions are then planned on an annual basis, ensuring constant monitoring and alignment with the company's strategic objectives. An action plan with significant dedicated resources has not yet been defined.

## S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Below are the objectives set by the El.En. Group in relation to consumers and end-users:

S4 - CONSUMERS AND END-USERS				
Objectives	Targets	Deadline	2025 results	Scope
<p><b>PRODUCT QUALITY AND SAFETY</b></p> <ul style="list-style-type: none"> <li>Continuous improvement of the quality and safety of products and services in compliance with technical regulations, at every stage of the production process to meet the high standards required by the business.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain all existing ISO certifications and envisage obtaining further certifications for the Group's companies.</li> </ul>	2023-2027	<p>Maintain all certifications deemed important by Group companies</p> <p>Ensured in an efficient and integrated manner compliance with process quality requirements, in line with market expectations.</p> <p>Constantly verify that the corporate products and processes comply with applicable laws and safety regulations and that environmental protection and energy savings are pursued.</p>	Medical companies
<p><b>IMPROVING QUALITY OF LIFE</b></p> <ul style="list-style-type: none"> <li>Investments are made in research and development in order to develop products and processes that are in line with customer needs and requirements, maximising customer satisfaction to improve performance, efficiency and sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>Invest annually in research and development to advance scientific knowledge and improve the performance of products, both from the perspective of technological improvement and reduction of environmental impact.</li> </ul>	2023-2027	<p>Approximately 3% of the Group's revenues invested in Research and Development.</p>	Companies with R&D

The target setting process was based on the identification of the most significant KPIs in terms of product quality and safety, as well as on improving the quality of life of patients. Although there was no direct interaction with consumers or end-users in setting the targets, they were determined through listening to the needs and analysing customer requirements. The company's performance is monitored by means of specific indicators that assess quality, safety and product performance, making it possible to identify any room for improvement and implement targeted corrective actions. Both of the following objectives are not based on sound scientific data.

The El.En. Group has identified as an objective related to consumers and end-users, that of maintaining all ISO certifications important for the business, i.e. ISO for medical devices, and foreseeing the potential attainment of further certifications. Through this target, which is checked every year, it is ensured in an efficient and integrated manner that process quality requirements are met in line with market expectations and that the company's products and processes comply with applicable laws and safety regulations and that environmental protection and energy saving are pursued. This target mitigates the impact linked to a decrease in the quality and safety of products and services provided to the market (which may have negative impacts on people and the environment) and the risk that inadequate or inefficient monitoring processes may not detect product anomalies in a timely or correct manner, leading to a decrease in the perception of product quality, safety and innovation and thus leading to a loss of corporate image and reputation, resulting in a decrease in financial

performance. Actions related to this objective are in line with the Code of Ethics, which specifies that the Group's commitment to quality, value and safety is essential for continued growth and business success. The Group is committed to providing products that offer value to customers and to maintaining customer confidence in its products based on quality, reliability and safety. Many stakeholders are indirectly involved in the objective-setting process, as customers and end users, through their feedback on product quality, safety, and performance, influence the focus of ISO management systems, pushing the Group to strengthen certain aspects to ensure compliance with standards and market expectations. Suppliers are involved through specific ISO certification compliance requirements, audits, and periodic assessments to ensure alignment with company standards; the employees and management participate through training, internal audits, and continuous improvement processes, reporting critical issues and proposing solutions to maintain certifications; finally, certification bodies, by means of surveillance audits and renewals, provide guidance on areas for improvement and regulatory updates, contributing to the adaptation of company objectives.

The second target refers to the annual investment in Research and Development (R&D) to foster the progress of scientific knowledge and improve product performance, both in terms of technological advancement and environmental impact reduction: for the Group, investments in R&D is fundamental to developing products and processes aligned with customer needs, maximising satisfaction by improving performance, efficiency, and sustainability. This target mitigates the detected impact related to the fact that the Group may not monitor or exploit technological innovation to improve the quality of products and processes from an environmental impact point of view and to offer more competitive and sustainable solutions. The Group's commitment also stated in the Code of Ethics is to provide products that offer value to customers and to maintain customer confidence in its products based on quality, reliability and safety. Stakeholders are involved in defining research and development objectives by analysing the needs and requirements, whether expressed or not, of customers and end users. Collaboration with suppliers, research centres and universities is as crucial as the contribution of employees with innovative ideas and testing of new solutions.

## **4. GOVERNANCE INFORMATION**

### **ESRS 2 GOV-1 - The role of the administrative, supervisory and management bodies**

For more details, please refer to the paragraph of ESRS 2 "GOV-1 - The role of the administrative, management and supervisory bodies" in the "General Information" section.

### **ESRS 2 IRO-1 – - Description of the processes to identify and assess material impacts, risks and opportunities**

For the identification of impacts, risks and opportunities relating to governance aspects, please refer to the table in paragraph "IRO -1 - Description of the processes to identify and assess material climate-related impacts, risks and opportunities". With specific reference to ESRS G1, the double materiality analysis of the El.En. Group identified two significant impacts, no significant risks and no significant opportunities.

### **G1-1 – Corporate culture and Business conduct policies and corporate culture**

To manage and address its material impacts, risks, and opportunities related to business conduct issues, the El.En. Group has identified the following Policies and similar documents: Code of Ethics, Organisational Model pursuant to It. Legislative Decree 231, Anti-Corruption Policy, Human Rights Policy, Diversity Policy, and Whistleblowing Procedure.

The El.En. Group, is aware of its responsibility towards the Company and the environment in which it operates, and considers it indispensable that ethical and transparent conduct be maintained in all respects for the proper management of the Company's activities, both in compliance with laws and regulations and in consideration of the expectations of all stakeholders. The corporate culture of the El.En. Group is based on business conduct policies that address the material impacts, risks and opportunities identified in the double materiality analysis.

The Parent Company and its Italian subsidiaries Deka M.E.L.A. S.r.l., Quanta System S.p.A. and ASA S.r.l. have adopted an Organisational Model pursuant to It. Legislative Decree 231/2001 (hereinafter also "Organisational Model"), aimed at preventing the commission of crimes in the interest of the company by their employees and/or collaborators. This model of organisation, management and control of corporate activities consists of a series of general principles of conduct - in the areas identified as sensitive for the purposes of preventing so-called predicate offences - and a structured system of procedures and control activities for the prevention of such offences. The following areas have been identified as at-risk and are monitored: crimes relating to occupational health and safety (ASA S.r.l. has identified this as the only at-risk area for which to prepare a special section in its Organisational Model); crimes against the public administration; corporate crimes; receiving, laundering, use of money, goods or utilities of illicit origin; furthermore, the companies El.En. S.p.A. and Deka M.E.L.A. S.r.l. have also identified the areas relating to the following crimes as at-risk: market abuse, transnational crimes and environmental crimes.

The parent company El.En. S.p.A. and its subsidiaries Deka M.E.L.A. S.r.l. and Quanta System S.p.A. have analysed, considered relevant and mapped this risk, and included it in their Organisational Model as per It. Legislative Decree 231/2001. These companies have carried out an analysis of the risks of committing offences against the public administration (including those of a corrupt nature), from which a high level of risk did not emerge, in view of the existence of procedures to guard against them and in consideration of the type of activity performed. Nevertheless, the most sensitive areas of corporate activity have been identified and a special part dedicated to the prevention of this type of offence has been prepared in the Organisational Model. The analysis therefore started from the mapping of activities and the identification of the risk associated with each of them by means of the attribution of a score (the parameters of which are: historical occurrence, existence of company procedures, impact of sanctions for the type of offence and frequency of occurrence). It was considered that

the frequency of the event and the impact of the sanctions made it appropriate to dedicate a part of the Organisational Model to all prevention activities related to this type of offence, even if the historical occurrence (no event occurred to date) and the existence of company procedures mitigated the risk. The Code of Ethics also contains a reference to precise behavioural duties aimed at avoiding the occurrence of corrupt phenomena.

In order to ensure compliance with the principles set forth in the Code of Ethics and the effective implementation of the information flow and control system referred to in Model 231, the Group companies that have established it make use of the Supervisory Body. Appointed by the Board of Directors, the main task of the Supervisory Board is to monitor and, if necessary, report to the Board of Directors any irregularities or violations and to supervise compliance with the procedures adopted by the Company in the context of the prevention of the so-called predicate offences, identified following an in-depth analysis.

The El.En. Group, believes that knowledge of and adherence to the principles of the Code of Ethics and of the Model 231 should also be promoted through specific training plans for people working within the organisation: during 2025, the subsidiary Quanta System carried out specific training on the Model 231 and the Code of Ethics, which reached 10 employees. The Code of Ethics is handed out at the time of recruitment in all Group companies.

With particular reference to the risks associated with ethical behaviour, the El.En. Group pays great attention to the issue of preventing corruption-related risks, and to further strengthen its system for preventing corruption and bribery, it has signed the Anti-Corruption Policy. Central to the corporate culture are also the Human Rights Policy and the Diversity Policy.

Although the El.En. Group's Anti-Corruption Policy does not formally refer to it, it is consistent with the United Nations Convention against Corruption, and sets specific objectives for the prevention of corruption, and is integrated into the Group's Sustainability Plan. The El.En. Group, constantly monitors the corporate functions at greatest risk of corruption, executives, middle managers, purchasing and sales departments, identifying and/or periodically reassessing these areas through risk assessment. Every two years, all Group companies conduct specific anti-corruption training for executives, middle managers, purchasing and sales departments, i.e. all offices identified as having a higher risk of corruption and bribery. The training is conducted online by sending a link to the people who need to take it: they access a module containing informative slides on the El.En. Group's commitment in the fight against corruption and on the provisions of the Code of Ethics, the Anti-Corruption Policy and the 231 Model (for companies that have implemented it). This is followed by practical cases to practise on, a module on warning signs not to be underestimated and an in-depth discussion on responsibility and how to report. Once the in-depth study has been completed, the participants are asked to fill out a multiple-choice questionnaire to check the level of learning. During 2025, the training reached 140 people; please note that the data reported excludes workers who left during the year. In the last financial year, anti-corruption training was also provided to executive BoD members and the top management of the parent company and its subsidiaries.

The Whistleblowing Procedure of El.En. accepts possible reports from internal and external stakeholders, regulates the operating procedures for making and transmitting reports, the relative reception, analysis and processing process, and provides indications regarding the forms of protection set up by the Company in compliance with the regulations in force.

For further information on the Code of Ethics, the Policies of the El.En. Group and the Whistleblowing Procedure please refer to the previous paragraph "MDR-P - Policies adopted to manage material sustainability matters".

## **G1-2 – Management of relationships with suppliers**

In managing processes relating to relationships with suppliers and contractors, the El.En. Group continuously carries out analyses and preventive assessments of market trends, developments in current and potential suppliers, technical updates and trade regulations for relevant products.

In the selection and management of relationships with suppliers and contractors, the Group objectively evaluates—in accordance with internal procedures and corporate planning—the economic viability for the organisation, with particular reference to profitability and liquidity targets, as well as the market position,

technical capabilities, and overall reliability of its counterparties. In particular, the Group takes into account elements such as: financial solidity, experience acquired in the sector, reliability demonstrated in relations with the Company, resources and technical and design capabilities, also based on specific testing of the relative products, production capacity, adoption of company quality control and product safety systems consistent with those required by the Group.

Although the Group has not adopted formal policies on the management of relations with suppliers, its main objective is to establish relations with suppliers and contractors inspired by the principles of legality, fairness, loyalty and transparency. The Group shall ensure that negotiations and business relations with suppliers are characterised by the utmost fairness and seriousness and are conducted in compliance with applicable regulations. Relations with suppliers and contractors, including financial and ancillary relations, are governed by specific agreements, which are characterised by maximum clarity and comprehensibility.

The parent company El.En. S.p.A. and its subsidiary Deka Mela S.r.l. were the first companies in the group to have included, in the qualification and approval procedure for suppliers of critical components<sup>11</sup>, the evaluation of certain aspects related to sustainability issues (Human Resources and Health and Safety System Management, Environmental System Management and Corporate Governance Management), so that sustainability parameters would also contribute to the supplier's overall evaluation.

Subsequently also the companies Quanta System S.p.A. and Asa S.r.l. included certain questions in their "New supplier checklists" relating to sustainability issues (Human Resources and health and safety system management, Environmental system management, Corporate Governance management and Respect for human rights in terms of refusal to employ child labour and refusal to use forced or compulsory labour). Starting last year, the Corporate Sustainability function began establishing a sustainable supply chain management model to be implemented progressively across all subsidiaries, allowing for a more in-depth monitoring of both new and material suppliers.

Monitoring the supply chain in terms of sustainability is essential to ensure not only operational efficiency, but also compliance with environmental, ethical and social regulations. During 2025, specific training on supply chain monitoring was completed for all Group subsidiaries. El.En. has formalised a Supply Chain Due Diligence procedure covering environmental, social, and governance (ESG) aspects, with the aim of verifying that suppliers adopt due diligence procedures in relation to sustainability issues, in line with the requirements of the European CSRD (Corporate Sustainability Reporting Directive).

To standardise the process and align it with recent regulatory changes, the companies of the El.En. Group, Quanta System, and ASA have decided to adopt a dedicated supply chain monitoring platform, which became operational in early 2025. Other subsidiaries have instead introduced a structured supplier evaluation system through an in-depth questionnaire.

Suppliers monitored through the platform are selected based on their turnover, the geographical area potentially most exposed to human rights violations, and the strategic value of the goods they procure. Thanks to this tool, the Group will be able to more significantly engage and support its partners along a path of sustainable and responsible growth.

The Group is committed to ensuring the punctuality of payments to its suppliers and business partners, in accordance with the agreed contractual conditions. The corporate policy to avoid late payments, in particular to SMEs, is based on a structured and transparent process: all supplier invoices are recorded with an agreed due date in the supply clauses and monitored by the treasury departments. Barring any specific problems, meeting deadlines is guaranteed, ensuring punctual payments and consolidating a relationship of trust with our partners. This approach supports the financial stability of SMEs and maintains an efficient and reliable supply cycle.

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<sup>11</sup> Suppliers of critical components are intended as those who supply a component/assembly that has an impact on Patient and/or Practitioner safety and presents a high risk index, or who offer services related to product quality that have an impact on Patient and/or Practitioner safety.

### **G1-3 – Prevention and detection of corruption and bribery**

The El.En. Group, adopts a zero-tolerance policy towards acts of corruption: the approach to fighting corruption is outlined in both the Code of Ethics and the specific Group Anti-Corruption Policy.

The rules contained in the Code of Ethics are intended to protect the integrity of the Group and ensure compliance with the laws and regulations of each country in which it operates; with particular reference to the risks associated with ethical behaviour, the El.En. Group pays close attention on the prevention of risks related to corruption: violation of the principles set out in the Code constitutes breach of contractual obligations arising from the employment and/or collaboration relationship and a source of damages. In the contracts signed by the Parent Company with consultants, distributors, agents and suppliers of critical components as well as at the foot of supplier orders, explicit reference is made to the Group's Code of Ethics and the counterparty declares to have received a copy of it and to accept it.

Furthermore, the parent company El.En. S.p.A. and its Italian subsidiaries Deka M.E.L.A. S.r.l. and Quanta System S.p.A. have analysed, considered relevant and mapped the risk of corruption, including it in their Organisational Model as per It. Legislative Decree 231/2001. These companies have carried out an analysis of the risks of committing offences against the public administration (including those of a corrupt nature), from which a high level of risk did not emerge, in view of the existence of procedures to guard against them and in consideration of the type of activity performed. This analysis was reviewed and confirmed during 2025. To continuously improve corruption risk management, the Internal Control and Sustainability function also conducted interviews with all Group companies to further investigate how each entity monitors corruption risk and to assess the actual perception of risk within the organisations.

In order to ensure compliance with the principles set forth in the Code of Ethics and the effective implementation of the information flow and control system referred to in Model 231, the Group companies that have established it make use of the Supervisory Body. Appointed by the Board of Directors, the main task of the Supervisory Board - a third-party and impartial entity - is to monitor and, if necessary, report to the Board of Directors any irregularities or violations and to supervise compliance with the procedures adopted by the Company in the context of the prevention of the so-called predicate offences, identified following an in-depth analysis. The Group is committed to implementing all necessary measures to prevent and avoid corruption and bribery. Group collaborators are prohibited from making or promising to third parties, even indirectly, gifts of money or other benefits, with the aim of unduly promoting or favouring the interests of the Group or third parties, as well as from accepting for themselves or for others the promise or gift of sums of money or other benefits to unduly promote or favour the interests of third parties. The El.En. Group, therefore prohibits the use of any form of bribe, illicit payment, whether in cash or in any other form, for the purpose of gaining an advantage, understood as facilitation in a performance or guarantee in the achievement of a performance. The prohibition also extends to Group employees who intend to accept or offer bribes for personal benefit or for the benefit of their family members, associates or acquaintances. In the event of an offer, promise or request for a bribe, employees must immediately notify their supervisor and the relevant function through the channels dedicated to the collection of reports. The Anti-Corruption Policy provides detailed guidance on:

- Gifts and hospitality
- Institutional relationships with both the public administration and other relevant actors
- Applying for, receiving and managing public funding
- Relationships with political parties, trade unions, associations and other representative bodies
- Charity and event sponsorships
- Financial and sustainability reporting and the rules on data collection management
- Reporting channels, the parties responsible for handling them, and the planned disciplinary actions

As already reported in paragraph G1-1 – Business conduct policies and corporate culture above, to which reference is made, every two years the companies of the El.En. Group carry out anti-corruption training.

The objective of the Anti-Corruption training is to foster risk awareness in individuals, strengthen their ethical culture, and promote behaviour that is compliant with the law and regulations. Training is therefore provided with the aim of reducing the risk of wrongdoing, improving transparency and ensuring compliance with Group Policy. Said training tries to cover all corporate operations at risk of corruption, including sales, purchasing, relations with public authorities and third-party management of both the upstream (suppliers, intermediaries) and downstream (distributors, customers) stages, seeking to ensure compliance throughout the value chain. All Group companies and all countries in which the Group is active or has business relationships are therefore covered. The training is provided by in-house corporate functions and, therefore, there were no significant operating expenses (OpEx) and/or capital expenses (CapEx) during the year and none are foreseen in the future.

## **G1-4 – Confirmed incidents of corruption or bribery**

In 2025, there were no proven or alleged incidents of corruption or bribery within the Group, nor cases directly involving its employees or value chain actors. Consequently, no sanctions were applied for violations of anti-corruption and anti-bribery regulations. Please refer to the aforementioned Policy, available on the website [www.elengroup.com](http://www.elengroup.com) in the *Governance/Ethics, Integrity and Compliance* section, to specify what is considered an incident of corruption and which cases apply. In the event of violations committed by employees or other collaborators of the Group, the relevant disciplinary measures will be taken and sanctions will be imposed in full compliance with applicable laws. Disciplinary sanctions may go as far as dismissal or termination of all business relations, and employees or collaborators may be subject to both criminal and civil prosecution in the relevant jurisdictions. The El.En. Group, will not tolerate non-observance, even if unintentional, of the Code of Ethics and of the Anti-Corruption Policy or of the applicable legislation requirements and reserves the right to claim damages against violators. The El.En. Group, furthermore, will not be obliged to reimburse sanctions or legal costs incurred by employees. Please refer to the previous section for a description of the actions taken.

## **G1-6 – Payment practices**

The El.En. Group pays invoices mostly in line with the standard terms of the different countries in which it is active. To calculate the average days to pay suppliers, which turned out to be 84,4 days, we used the Days Payable Outstanding (DPO) indicator, which measures the average number of days it takes a company to pay its suppliers after receiving an invoice. The DPO is calculated as the ratio of accounts payables to the sum of costs for purchases, direct costs and other operating services and charges, as reported in the Group's Consolidated Financial Statements, multiplied by the number of days in the reference year. It is specified that, as at the date of this document, there are no relevant pending legal proceedings due to late payment.

## **Certification of sustainability reporting pursuant to Art. 81-ter, paragraph 1, of Consob Regulation No. 11971 of 14 May 1999 and later modifications and additions**

The undersigned Andrea Cangioli, in his capacity as Managing director, and Caterina Delibassis, in her capacity as Sustainability Executive of El.En. S.p.A. certify, pursuant to Art. 154-bis, para. 5-ter of It. Legislative Decree of 24 February 1998, no. 58, that the sustainability reporting included in the Management Report was drawn up:

- in compliance with the reporting standards applied pursuant to Directive 2013/34/EU of the European Parliament and of the Council of 26 June 2013 and It. Legislative Decree of 6 September 2024, no. 125.
- with the specifications adopted pursuant to Art. 8, para. 4 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020.

Calenzano, 13th March 2026

The Managing Director

Mr. Andrea Cangioli

The Certifying Executive in charge of Sustainability

Ms. Caterina Delibassis

## El.En. S.p.A.

Independent auditor's report on the limited assurance of  
the Consolidated Sustainability Statement in accordance  
with Article 14-bis of Legislative Decree n. 39, dated 27  
January 2010



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## Independent auditor's report on the limited assurance of the Consolidated Sustainability Statement in accordance with Article 14-bis of Legislative Decree n. 39, dated 27 January 2010 (Translation from the original Italian text)

To the Shareholders of  
El.En. S.p.A.

### Conclusions

We have been appointed to perform a limited assurance engagement pursuant to Articles 8 and 18, paragraph 1, of Legislative Decree n. 125 dated 6 September 2024 (hereinafter "Decree") on the consolidated sustainability statement of El.En. S.p.A. and its subsidiaries (hereinafter "Group" or "El.En. Group") for the year ended on 31 December 2025, prepared in accordance with Article 4 of the Decree, included in the specific section of the Report on operations of El.En. Group.

Based on the procedures performed, nothing has come to our attention that causes us to believe that:

- the El.En. Group consolidated sustainability statement for the year ended on 31 December 2025, has not been prepared, in all material aspects, in accordance with the reporting principles adopted by the European Commission pursuant to European Directive 2013/34/EU (European Sustainability Reporting Standards, hereinafter also referred to as "ESRS");
- the information included in the paragraph "Disclosure pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)" of the consolidated sustainability statement has not been prepared, in all material aspects, in accordance with Article 8 of European Regulation n. 852 dated 18 June 2020 (hereinafter "Taxonomy Regulation").

### Elements underlying the conclusions

We have performed a limited assurance engagement in accordance with the Sustainability Reporting Assurance Standard ("Principio di Attestazione della Rendicontazione di sostenibilità") – SSAE (Italy). The procedures performed in this type of engagement vary in nature and timing compared to those necessary for conducting an engagement aimed at obtaining a reasonable level of assurance and are also less extensive. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level of assurance that would have been obtained if the engagement aimed to acquire a reasonable level of assurance. Our responsibilities under this Standard are further described in the section "Auditor's responsibility for the Assurance on the Consolidated Sustainability Statement" of this report.

We are independent in accordance with the standards and principles regarding ethics and independence applicable to the assurance engagement of the consolidated sustainability statement according to Italian law.

Our audit firm applies the International Standard on Quality Control (ISQM Italy) 1, under which it is required to establish, implement, and operate a quality management system that includes instructions and procedures on compliance with ethical principles, professional principles, and applicable legal and regulatory provisions.

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We believe we have obtained sufficient and appropriate evidence on which to base our conclusions.

## Responsibility of the directors and Board of Statutory Auditors for the Consolidated Sustainability Statement

The directors are responsible for the development and implementation of procedures used to identify the information included in the consolidated sustainability statement in accordance with the requirements of the ESRS (hereinafter the "Materiality assessment process") and for the description of such procedures in the paragraph "Description of the processes to identify and assess material impacts, risks and opportunities" of the consolidated sustainability statement.

The directors are also responsible for the preparation of the consolidated sustainability statement, which contains the information identified through the Materiality assessment process, in accordance with the requirements of Article 4 of the Decree, including compliance with:

- the ESRS;
- Article 8 of the EU Taxonomy Regulation regarding the information contained in the paragraph "Disclosure pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)".

This responsibility entails the establishment, implementation, and maintenance, as required by law, for that part of internal control that they consider necessary in order to allow the preparation of the consolidated sustainability statement in accordance with the requirements of Article 4 of the Decree, free from material misstatements caused by fraud or not intentional behaviors or events. This responsibility also includes the selection and application of appropriate methods for processing the information as well as the development of assumptions and estimates regarding specific sustainability information that are reasonable under the circumstances.

The Board of Statutory Auditors is responsible, within the terms provided by the law, for overseeing the compliance with the requirements of the Decree.

## Intrinsic limitations in the preparation of the Consolidated Sustainability Statement

As indicated in paragraph "1. Criteria for drafting", for the purpose of reporting prospective information in accordance with the ESRS, the directors are required to prepare such information based on assumptions, described in the consolidated sustainability statement, regarding events that may occur in the future and possible future actions by the Group. Due to the uncertainty associated with the realization of any future events, both concerning the occurrence itself and regarding the extent and timing of its occurrence, the variations between actual values and prospective information could be significant.

As indicated in the paragraph "1. Criteria for drafting", the information related to Scope 3 greenhouse gas emissions is subject to greater intrinsic limitations compared to Scope 1 and 2, due to the limited availability and accuracy of the information used to define such information, both quantitative and qualitative, as well as due to reliance on data, information, and evidence provided by third parties.



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## Auditor's responsibility for the Assurance of the Consolidated Sustainability Statement

Our objectives are to plan and perform procedures to obtain a limited level of assurance that the consolidated sustainability statement is free from material misstatements, due to fraud or not intentional behaviors or events, and to issue a report containing our conclusions. Errors may arise from fraud or not intentional behaviors or events and are considered significant if it can be reasonably expected that they, individually or in the aggregate, could influence the decisions made by users based on the consolidated sustainability statement.

In the context of the engagement aimed at obtaining a limited level of assurance in accordance with the Sustainability Reporting Assurance Standard ("Principio di Attestazione della Rendicontazione di Sostenibilità") –SSAE (Italy), we exercised professional judgment and maintained professional skepticism throughout the duration of the engagement.

Our responsibilities include:

- considering the risks to identify the information in which a significant error is likely to occur, whether due to fraud or not intentional behaviors or events;
- defining and performing procedures to verify the information in which a significant error is likely to occur. The risk of not detecting a significant error due to fraud is higher than the risk of not detecting a significant error arising from not intentional behaviors or events, as fraud may involve collusion, forgery, intentional omissions, misleading representations, or manipulation of internal controls;
- directing, supervising, and conducting the limited assurance of the consolidated sustainability statement and assuming full responsibility for the conclusions regarding the consolidated sustainability statement.

## Summary of the work performed

An engagement aimed at obtaining a limited level of assurance involves performing procedures to obtain evidence as a basis for formulating our conclusions.

The procedures performed on the consolidated sustainability statement were based on our professional judgment and included interviews, primarily with the company personnel responsible for preparing the information included in the consolidated sustainability statement, as well as documents analysis, recalculations and other procedures aimed to obtain evidence considered appropriate.

In particular, we performed the following procedures, partly in a preliminary phase before the end of the year and subsequently in a final phase up to the date of issuance of this report:

- understanding the business model, the Group's strategies, and the context in which it operates concerning sustainability issues;
- understanding the processes underlying the generation, detection, and management of the qualitative and quantitative information included in the consolidated sustainability statement, including the analysis of the reporting perimeter;
- understanding the process implemented by the Group for identifying and assessing relevant impacts, risks, and opportunities based on the principle of Double Materiality concerning sustainability issues and verifying the related information included in the consolidated sustainability statement;
- identifying the information for which there is a likelihood of a significant error risk;

- defining and performing analytical and substantive procedures, based on our professional judgment, to address the identified significant error risks, including:
  - for the information collected at the Group level:
    - carrying out inquiries and document analysis regarding qualitative information, particularly policies, actions, and targets on sustainability issues, to verify consistency with the evidence collected;
    - performing analytical procedures and limited assurance procedures on a sample basis regarding quantitative information;
  - for the information collected at site level, conducting on-site visits for El.En. S.p.A. and Lasit S.p.A.. These sites were selected based on their activities and their relevance to the metrics of the consolidated sustainability statement. During these visits, we conducted interviews with Group personnel and obtained documentary evidence regarding the determination of the metrics;
- regarding the requirements of Article 8 of the EU Taxonomy Regulation, understanding the process implemented by the Group to identify eligible economic activities and determine their aligned nature based on the provisions of the EU Taxonomy Regulation, and verifying the related information included in the consolidated sustainability statement;
- cross-checking the information reported in the consolidated sustainability statement with the information contained in the consolidated financial statements in accordance with the applicable financial reporting framework or with the accounting data used for the preparation of the consolidated financial statements or with the management data of an accounting nature;
- verifying the structure and presentation of the information included in the consolidated sustainability statement in accordance with the ESRS;
- obtaining the representation letter.

Florence, 31 March 2026

EY S.p.A.  
Signed by: Andrea Eronidi, Auditor

This report has been translated into the English language solely for the convenience of international readers