



Sustainability Report 2025



Sustainability Report

2025

FASSI GROUP

Sustainability Report
II Edition July 2026

in collaboration with
LIFE CYCLE ENGINEERING SPA





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Letter to Stakeholders

Dear Valued Stakeholders,

As we present FASSI's second Sustainability Report, we do so at a pivotal stage in the Group's development. Building on more than sixty years of industrial excellence, FASSI is currently in a phase of accelerated growth and transformation - expanding its global presence, strengthening its industrial capabilities and reinforcing its long-term commitment to sustainable value creation.

This evolution fully reflects our identity as a "Leader in Innovation" - an innovation which, for us, is not only technological, but also encompasses processes and vision, guided by the firm conviction that development must always go hand in hand with social and environmental responsibility.

A central focus of our sustainability approach is the development of a coherent and resilient production chain across all the Group. This involves progressively aligning processes, standards and practices - from product design and sourcing to manufacturing, logistics and after-sales services - to ensure efficiency, transparency and consistency with our environmental and social commitments.

In 2025, we continued to implement the Sustainability Strategy introduced last year, structured around three core pillars: Product Innovation and Sustainability, Environmental Impact, and Social Performance. This framework supports sustainable growth by ensuring that new activities and entities are integrated in a structured and consistent manner, while respecting the specific characteristics of each business.

We are also pleased to share that, early 2026, FASSI achieved the EcoVadis Committed medal for the first time - a recognition that reflects our initial progress in structuring and strengthening our sustainability approach.

Innovation and knowledge sharing remain key enablers of this journey. By combining expertise across established and newly acquired companies, we strengthen our collective ability to improve product performance, resource efficiency and long-term sustainability outcomes. At the same time, we continue to reinforce environmental management practices across the entities, ensuring that growth is accompanied by progress in emissions management, energy efficiency and responsible resource use.

Our people remain at the heart of this transformation. As the Company grows in scale and geographic reach, we are committed to providing safe, inclusive and high-quality working environments. We continue to invest in skills development, health and safety, and organisational structures that promote collaboration and knowledge exchange across units and regions.

This report reflects both progress and ambition. While we are proud of the steps taken during this period of expansion, we recognise that managing growth sustainably requires continuous effort, discipline and close collaboration with employees, suppliers, customers and partners across the value chain.

We thank all our stakeholders for their continued trust and support as we advance on this journey together.

Giovanni Fassi Chairman of the Board

Victor Gottardi Group CEO





**The
Group**

1. The Group

Headquartered in Albino, near Bergamo in Northern Italy, FASSI Group is a global industrial leader in the design, manufacture and distribution of advanced lifting and handling solutions. Building on more than 60 years of engineering expertise, the Group has evolved from a leading hydraulic crane manufacturer into a diversified international organisation serving customers across nearly **80 countries**.

Today, FASSI Group brings together a network of highly specialised companies that combine complementary technologies, manufacturing excellence and deep application know-how. This integrated ecosystem enables the Group to deliver innovative, reliable and tailor-made solutions that respond to the evolving needs of a wide range of industries and infrastructure projects worldwide. Its technologies support essential activities across **strategic sectors**:



CONSTRUCTION
AND
INFRASTRUCTURE



LOGISTICS



INDUSTRIAL



OIL AND GAS



WASTE
MANAGEMENT
AND RECYCLING





RAILWAYS



DRILLING
AND MINING



PUBLIC
SERVICES AND
DEFENCE



MARINA AND
AQUACULTURE



FORESTRY AND
AGRICULTURE

Driven by a strong commitment to innovation, quality and safety, FASSI Group continuously invests in technological development and industrial excellence to enhance the performance, efficiency and sustainability of its products throughout their life cycle. This long-term vision, combined with close collaboration with customers, importers and partners, enables the Group to create sustainable value while supporting the transition towards safer and more efficient lifting solutions.

Group numbers



1,758

EMPLOYEES



80

GLOBAL PRESENCE
(NUMBER OF COUNTRIES)



14

PLANTS



>1,000

SERVICE
POINTS



26%

GROUP ELECTRICITY
CONSUMED
FROM RENEWABLE
SOURCES

100%
IN CRANAB
MANUFACTURING
SITE



67%

LEGAL ENTITIES
WITH
ISO 14001



83%

LEGAL ENTITIES
WITH
ISO 9001

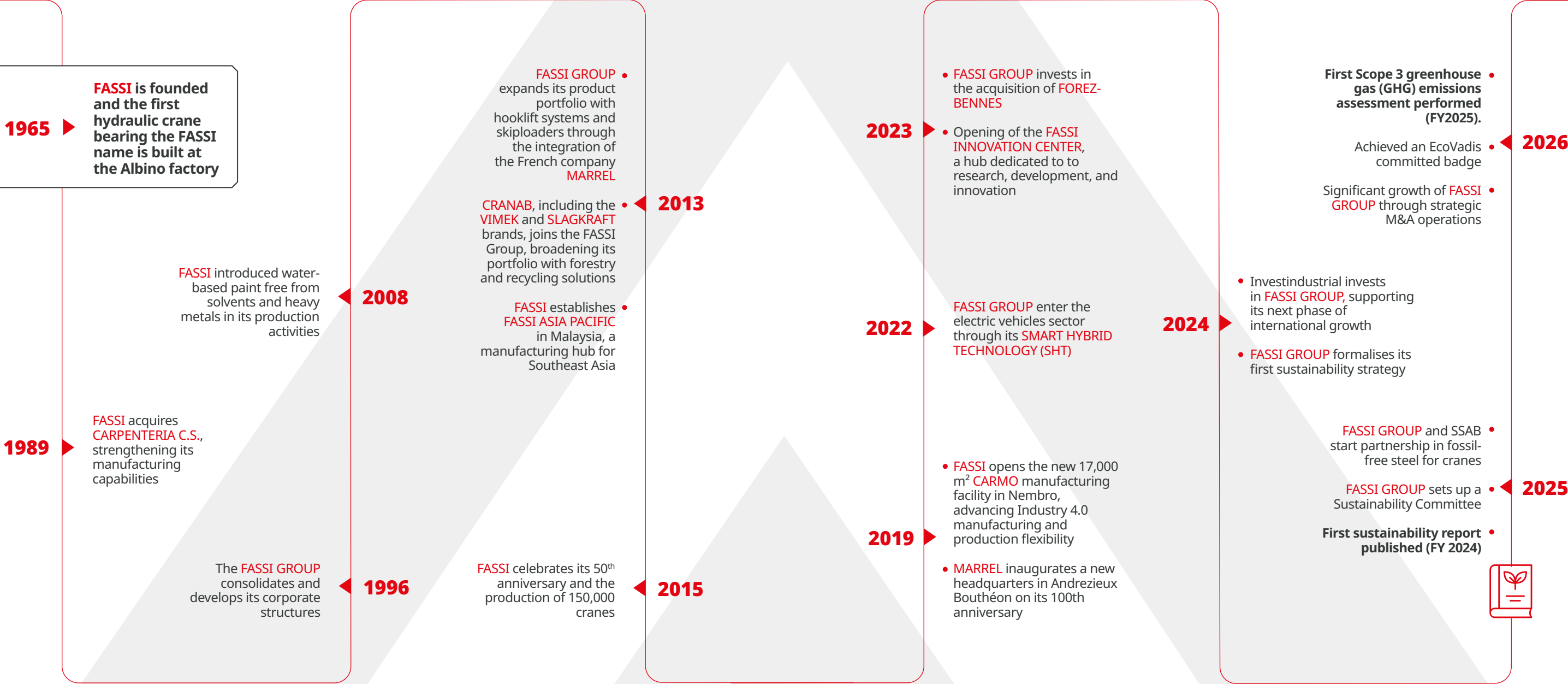
ecovadis

FASSI GROUP
ECOVADIS
CERTIFICATION
OBTAINED IN 2025

1 The number of employees refers to FASSI Group financial perimeter. For specific data on the disclosing perimeter please refer to Chapter 5.

History

FASSI Group encompasses **multiple companies** with diverse expertise and specialisations. Each of them, thanks to their individual history, milestones and lessons learned, brings its specific experience to the Group and contributes to creating its common legacy.



1.1 Products

The FASSI Group offers a diversified portfolio of lifting, material handling and forestry solutions through six complementary brands, serving customers across a wide range of industries and applications worldwide. By combining specialised expertise with continuous innovation and engineering excellence, the Group develops solutions designed to meet evolving market needs while enhancing safety, efficiency and operational performance.

The Group's product portfolio includes:

- ▶ ARTICULATED LOADER CRANES
- ▶ FORESTRY INDUSTRY SOLUTIONS
- ▶ ROADSIDE MAINTENANCE EQUIPMENT
- ▶ MATERIAL HANDLING EQUIPMENT, TIPPING AND RECYCLING TECHNOLOGIES



The complementary capabilities of the Group's brands enable FASSI to address a broad range of customer requirements through specialised technologies and application-specific solutions. Continuous investment in research and development supports the evolution of the product portfolio, fostering innovation, reliability and long-term value creation while responding to the changing needs of customers and industries.

Articulated loader cranes

The **FASSI Group** offers a comprehensive range of articulated loader cranes designed to meet the different lifting requirements of customers across multiple industries, including construction, logistics, utilities and transport. Predominantly mounted on truck chassis and equipped with articulated booms, these cranes combine versatility, precision and operational efficiency in a wide variety of applications.

The portfolio includes more than **80 models**, available in multiple configurations ranging from compact solutions to heavy-duty cranes with lifting capacities exceeding 140 tm. Each model can be customised with a variety of configurations and optional features designed to address different operational needs.



HEAVY-DUTY CRANES



MEDIUM-DUTY CRANES



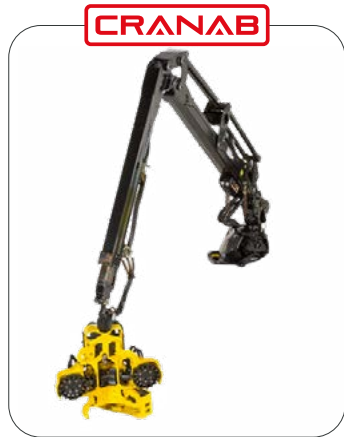
LIGHT-DUTY CRANES

Forestry industry solutions

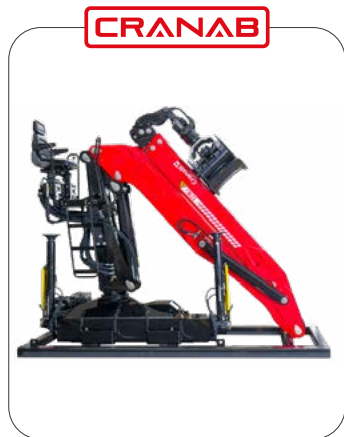
The FASSI Group provides advanced solutions for modern mechanised forestry operations. The equipment is typically mounted on logging trucks or trailers and is designed for the efficient handling, loading and unloading of logs and other forest products.

These solutions also support a wide range of forestry activities, including timber sorting and stacking at logging sites and processing facilities, as well as the removal of fallen trees and brushwood during storm recovery operations and site preparation.

Through a continuous focus on innovation and the integration of advanced technologies across the value chain - from production to after-sales services - the Group ensures high standards of quality, reliability and performance while responding effectively to evolving customer and industry requirements.



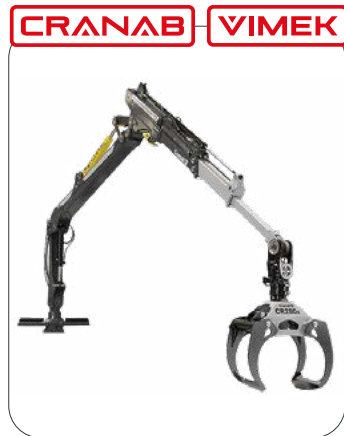
HARVESTER CRANES



TRUCK CRANES FOR TIMBER HAULAGE AND RECYCLING



FORESTRY MACHINES FOR THINNING



FORWARDER CRANES



GRAPPLES



Roadside maintenance equipment

Roadside maintenance equipment refers to solutions designed for the removal of vegetation, debris and other obstacles along road networks, contributing to safe, efficient and well-maintained infrastructure. These systems are widely used for cutting bushes, small trees and managing vegetation in roadside and open land environments.

Within this segment, **Slagkraft**, part of the Cranab Group since 2007, is a leading brand specialising in vegetation management and ground maintenance solutions. Its products are engineered for high productivity, durability and performance in demanding operating conditions. The equipment is designed for use with a variety of carrier machines, including wheel loaders, graders and tractors, ensuring flexibility across different applications.

The FASSI Group further enhances this offering through the development of tailored solutions for construction machinery applications, engineering and optimising key components such as drive systems and cutting mechanisms to ensure reliable performance, operational efficiency and consistently high product quality.



POWER PACKS



CHAIN MOWERS



CRANES

Material handling equipment, tipping and recycling technologies



AMPLIROLL® HOOKLIFTS

The FASSI Group supplies a wide range of range of material handling and loading solutions designed for lifting, handling, and positioning materials or goods onto transport vehicles, storage systems, or processing facilities.

Within this segment, **Marrel** provides hooklift systems, skiploaders and tipper scissors, enabling flexible and efficient loading and unloading operations for a wide variety of applications.

Forez-Bennes complements this offering with tipping systems and specialised solutions for waste collection, transport, construction and recycling operations.

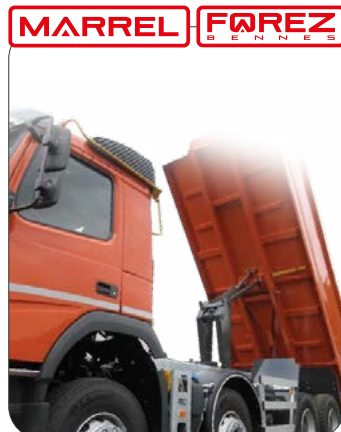
The Group also supports the recycling sector with dedicated technologies and equipment designed to optimise the collection, handling, sorting and processing of waste materials, contributing to their transformation into re-usable resources and supporting more efficient material recovery processes.



SKIPLOADERS



HALF-PIPE TIPPER



TIPPER SCISSORS



TWO-WAY TIPPER



1.2 Industrial footprint

The FASSI Group operates through a highly integrated industrial footprint across Europe and Asia, leveraging on a network of specialised manufacturing companies that collectively manage the entire production cycle, from steel processing and component manufacturing to final assembly, testing and logistics.

This industrial structure enables the Group to maintain high standards of quality, optimise production efficiency, strengthen supply chain resilience and continuously improve manufacturing processes through the adoption of advanced technologies and automation.



▶ In **Italy**, the Group's industrial core is located in the Bergamo area and Emilia-Romagna, where **FASSI Gru** acts as the strategic and technological hub. Key production companies include **O.ME.FA**, **CARMO**, **Carpenteria C.S**, **O.CI.MA**, **O.M.B** and **TSM Sensors**, each contributing specialised expertise across the production value chain. Their activities range from the manufacture of structural steel components, extension booms, hydraulic cylinders and electronic control systems to the assembly and testing of articulated truck cranes.



In **France**, **Marrel** and **Forez-Bennes** manufacture hooklift systems, tipping solutions and recycling technologies, supported by integrated engineering, production and testing capabilities that enable the development of products for a wide range of industrial applications, including waste management, construction, municipal services, agriculture, defence and rescue sectors.



In **Sweden**, **Cranab** and **Vimek** design and manufacture forestry cranes, forest machinery and vegetation management equipment. Their production facilities, located in Vindeln in Northern Sweden, combine long-standing engineering expertise with specialised manufacturing capabilities for the forestry sector and the road maintenance applications.



In **Malaysia**, **FASSI Asia Pacific** manufactures stiff boom cranes for regional and international markets, strengthening the Group's industrial presence in Southeast Asia.



The integration of these manufacturing entities enables the Group to retain strategic production know-how in-house, optimise coordination across production sites and maintain high standards of quality, reliability and operational efficiency throughout the value chain.

1.3
Widespread global presence

The commercial and service network is designed to ensure wide geographical coverage and proximity to customers across **Europe, Asia, Africa, the Americas and Oceania**, enabling consistent access to technical support in all operational contexts.



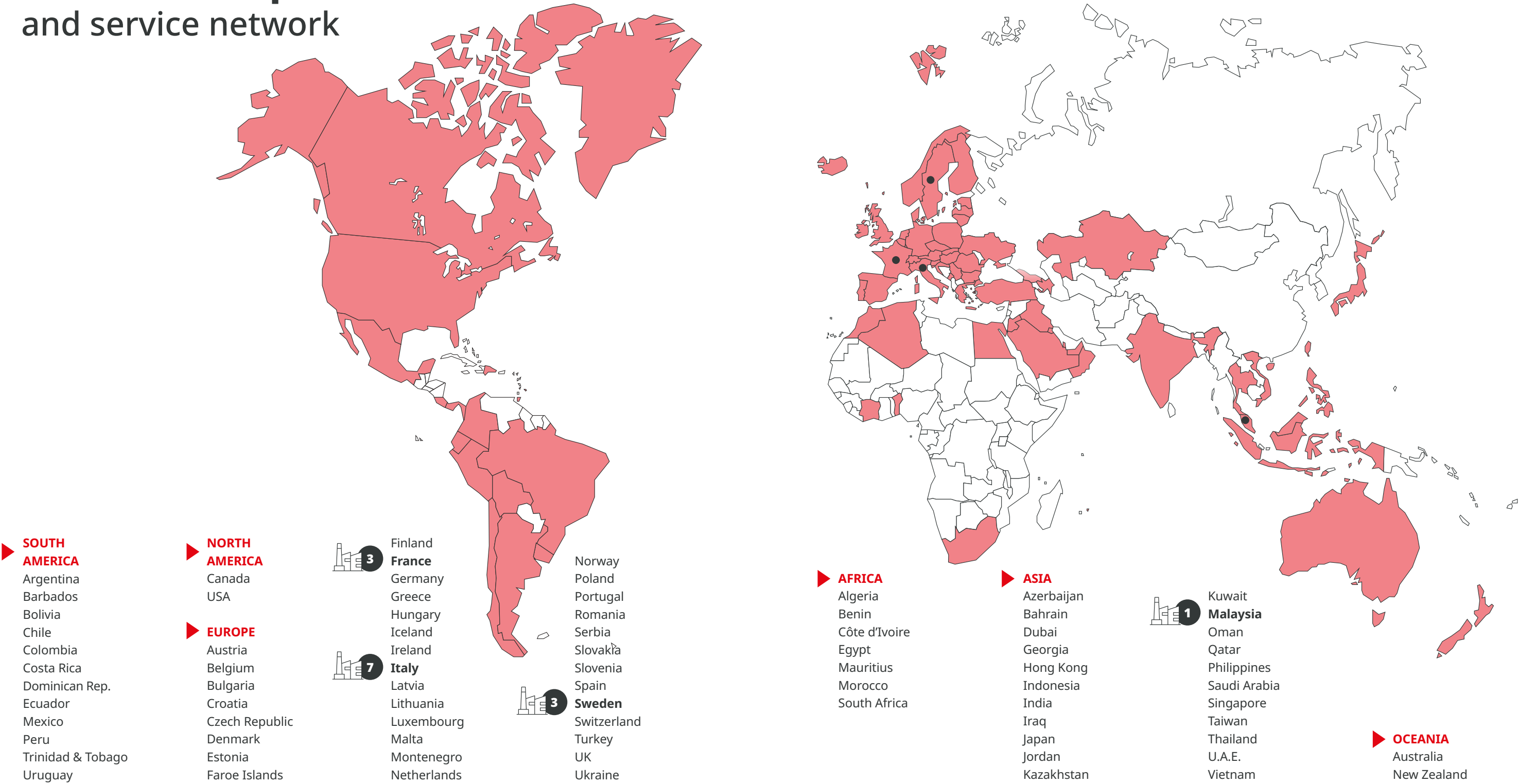
The model is based on an integrated ecosystem of FASSI subsidiaries, distributors, FASSI bodybuilders and technical partners that collectively ensure the delivery of sales activities, equipment installation and integration, after-sales support, maintenance services and technical assistance. Working in close coordination with the Group's central organisation, these entities support customers throughout the entire product lifecycle, from commissioning and installation to maintenance, repair and long-term operation.



Service quality and technical consistency are supported through training programmes, certification pathways and continuous knowledge transfer activities coordinated with the Group. This framework ensures that authorised technicians and partners are aligned with product standards, installation procedures and service methodologies defined at central level.

By integrating central governance with locally embedded execution capabilities, the network delivers responsive customer support, service continuity and reliable product performance throughout the lifetime of installed solutions.

Industrial footprint & sales and service network



1.4
Certifications

FASSI Group pursues continuous improvement, operational excellence and accountability as core elements of its business approach. As part of this commitment, the Group is actively working to broaden its certification portfolio, drawing on recognised frameworks to strengthen performance, quality and risk management, while addressing stakeholder expectations in a measurable and transparent manner.

In this context, certifications are not viewed merely as compliance tools, but as strategic assets that support long-term resilience and responsible growth.

In the table below an overview is available on certification status of FASSI Group legal entities.



Table 1 - FASSI Group legal entities certification overview

PRODUCTION SITE	ISO 9001	ISO 14001	ISO 45001
FASSI GRU SPA	✓	✓	2028
O.ME.FA. SPA	✓	✓	2028
CARMO SRL	✓	✓	2028
CARPENTERIA C.S.	✓	2026	-
O.CI.MA. SRL	✓	2027	-
TSM SENSORS SRL	✓	✓	-
O.M.B. BRUGNETTI SRL	-	-	-
MARREL SAS	✓	✓	-
FOREZ BENNES SAS	✓	✓	-
CRANAB AB	✓	✓	2027
VIMEK AB	-	-	-
FASSI ASIA PACIFIC	✓	✓	✓

In addition, 73% of bodybuilder sites already holds ISO 9001 certification, and one location (FASSI Rhone & Alpes) has also obtained ISO 14001 certification.



ISO 9001
CERTIFICATION



FRANCE

FASSI Auvergne
FASSI Loire
FASSI Paris Nord

FASSI Paris Sud
FASSI Provence
FASSI Rhône & Alpes



GERMANY

Albert Fahrzeugbau
Zanner Fahrzeugbau

1.5
Governance

The FASSI Group adopts a governance model designed to support sustainable value creation, effective decision-making and responsible business conduct. The governance framework is based on clearly defined roles, transparent decision-making processes and effective oversight mechanisms. This governance architecture supports the integration of ethical conduct into strategic planning and guides the Group’s commitment to creating long-term value for all stakeholders.

The corporate governance structure comprises the Shareholders’ Assembly, the Board of Directors and the Board of Statutory Auditors. The Board of Directors, made up of five members, is entrusted with approving the annual financial statements and defining the Group’s business strategy.

Table 2 - FASSI Gru Board of Directors as of December 31, 2025

ROLE MEMBER	
Chairman of the board of Directors	Giovanni Fassi
Chief Executive Officer	Victor Gottardi
	Mara Vanzetta
Members	Paolo Solari
	Biagio Cammarano

The Board of Statutory Auditors (Collegio Sindacale in Italian) plays a key role in supervising FASSI Group’s compliance with applicable laws, regulations and statutory requirements. In carrying out its mandate, the Board also monitors the soundness of management practices and verifies the adequacy of the Group’s organisational structure and operating framework.

The Board of Statutory Auditors is composed of three standing members and two alternate members.

Table 3 - FASSI Gru Board of Statutory Auditors as of December 31, 2025

ROLE MEMBER	
Chairman	Fabio Andrea Faustinelli
Statutory Auditor	Loretta Faustinelli
	Francesco Seriola



Over the years, and especially in 2025, following the establishment of FASSI Group and its governance structure, the entities collaborated to consolidate and harmonize a **Code of Ethics** applicable to all companies. This involved expanding the FASSI Gru version to define shared responsibilities, as well as guidelines for conducting business and managing relationships with stakeholders.

Building on its robust governance and compliance framework, in 2025 the Group reported no breaches of business ethics through the whistleblowing channel, no incidents of corruption, and no information security violations.

The Group governance will continue to place strong emphasis on promoting its whistleblowing channels, ensuring careful consideration of all reports and adopting policies and actions designed to prevent and effectively manage potential conflicts, including those arising from interactions among employees.



The sustainability journey

2.

The sustainability journey

FASSI Group has established itself as a leader in the lifiting and crane design, manufacturing and assembly sector thanks to a strong focus on innovation and efficiency, which remain its guiding principles. As a major industrial player, the Group also recognizes its responsibility to actively contribute to the transition toward a more sustainable heavy equipment industry. This commitment has been further strengthened in recent years through the introduction of a structured sustainability strategy and governance model, designed to ensure a consistent and transparent approach across all business activities.

2.1 Sustainability strategy

FASSI Group has been developing its Sustainability Strategy over the past three years, adopting a holistic approach to impact management built upon the following three pillars:



PRODUCT INNOVATION AND SUSTAINABILITY
Advancing product design to improve quality, operational safety, and environmental performance, while ensuring the protection of intellectual property assets.



ENVIRONMENTAL IMPACT
Promoting greater energy efficiency, lowering greenhouse gas emissions and waste generation, and strengthening sustainability practices throughout the entire supply chain.



SOCIAL PERFORMANCE
Fostering a safe and inclusive working environment, attracting and developing skilled talent, and supporting the growth and empowerment of people within the organisation.

In early 2025, a Sustainability Committee was established with the aim of overseeing the implementation of the Sustainability Strategy. It is chaired by Victor Gottardi, and it brings together key executives representing the Group’s operations in Italy, France, Sweden, Germany, and Malaysia. It is convened on a quarterly basis and reports directly to the Board of Directors. The Committee’s main responsibilities are supervising the overall implementation of the Sustainability Strategy, tracking progress through country-specific KPIs, coordinating sustainability initiatives across the Group, and assessing the results of ESG data reporting.

Each of the three pillars of the Sustainability Strategy is supported by targeted improvement areas, accompanied by specific objectives and measurable performance indicators to track progress over time. In 2025 FASSI Group defined a dedicated target roadmap for the Italian companies, with the objective of gradually extending it to all the other countries in which the Group operates.



Sustainability pillars



PRODUCT INNOVATION AND SUSTAINABILITY

- ▶ **PRODUCT QUALITY AND SAFETY**
Further develop the quality and safety control system to ensure high reliability and performance of products
- ▶ **PRODUCT INNOVATION AND TECHNOLOGY**
Drive sustainable product innovation and partnerships to design new products and technologies with sustainable attributes
- ▶ **PROTECTION OF INTELLECTUAL PROPERTY**
Continuously strengthening data security policies and protocols to protect sensitive intellectual property and proprietary designs from cyber threats and unauthorized access



ENVIRONMENTAL IMPACT

- ▶ **RESPONSIBLE WASTE MANAGEMENT**
Keep promoting and advancing a zero-waste culture through a evolving waste management program aimed at progressively diverting waste from landfills
- ▶ **ENERGY CONSUMPTION AND GHG EMISSIONS**
Pursue a reduction in energy consumption and greenhouse gas emissions at operations level by advancing sustainable practices, expanding the use of renewable energy sources, and further enhancing the monitoring and optimization of operational efficiencies
- ▶ **SUSTAINABLE SUPPLY CHAIN**
Ensure that the products are manufactured in a way that respects the environment, local communities, human rights, and the fundamental dignity of workers in FASSI supply chain



SOCIAL PERFORMANCE

- ▶ **OCCUPATIONAL HEALTH AND SAFETY**
Maintain a safe working environment and a workplace safety culture
- ▶ **TALENT ATTRACTION AND RETENTION**
Proactively attract talents and invest in employees to enhance skills and empower individuals within the company
- ▶ **DIVERSITY AND EQUAL OPPORTUNITY**
Foster an inclusive environment where all employees feel valued and respected



2.2 Double materiality assessment

In 2025, the FASSI Group further strengthened its internal efforts to ensure alignment with the Corporate Sustainability Reporting Directive (CSRD), which included a gap analysis to assess the Group’s data and operations in relation to the European Sustainability Reporting Standards (ESRS), as well as the ongoing development of the Double Materiality Assessment.

The Group has adopted the Double Materiality Assessment as the keystone of its reporting approach. Based on a structured framework, it identifies the most significant impacts, risks, and opportunities (IROs) related to sustainability, whether arising directly from the Group’s operations or indirectly through its value chain. Its purpose is to determine the topics of greatest relevance for the Group, thereby enabling a more targeted allocation of efforts and ensuring that reporting concentrates on the most material aspects.

In addition, close oversight is maintained over regulatory developments, such as the Omnibus Package and the ESRS simplification.

The Double Materiality Analysis was carried out considering **two complementary dimensions**:

- ▶ **IMPACT MATERIALITY**
Focused on evaluating how the Group’s activities affect the environment and society (inside-out perspective).
- ▶ **FINANCIAL MATERIALITY**
Aimed at identifying sustainability-related risks and opportunities that may have an impact on the Group’s financial results (outside-in perspective).

By combining these two dimensions, FASSI Group was able to adopt a comprehensive approach that brings together both operational and financial viewpoints. This methodology makes it possible to assess not only the impacts generated on environmental, social, and economic aspects, but also the potential risks and opportunities that these factors may pose to the business.

The assessment process was conducted through a series of structured workshops, involving managers from different functions across the Group, and was articulated into **several key phases**:

- 1▶

CONTEXT ANALYSIS
The process began with an in-depth review of the Group’s operating context, aimed at building a clear understanding of its activities, value chain, stakeholder landscape, and business relationships from environmental, social, and operational perspectives. This step was aligned with the topics defined by the ESRS and supported the identification of all relevant IROs linked to the Group’s business model.
- 2▶

CLASSIFICATION OF IROs
Once identified, the IROs were systematically classified according to their nature. This included distinguishing between actual and potential impacts, assessing whether they were positive or negative, and determining the stakeholders or segments of the value chain potentially affected.
- 3▶

QUANTITATIVE EVALUATION
The analysis was then complemented by a quantitative evaluation, using a scoring scale from 1 to 5 to determine the significance of each IRO. This assessment considered factors such as the severity of impacts, the extent of risks and opportunities, and their likelihood of occurrence. The results were used to calculate a priority index for each topic.
- 4▶

MATERIALITY THRESHOLD
Finally, a materiality threshold was applied to identify the most relevant IROs for the Group. As presented in the table in the Appendix, the outcomes confirmed the importance of the topics already identified as material, further supporting the consistency and reliability of the methodology adopted.





**Product
innovation and
sustainability**



3. Product innovation and sustainability

Sustainability is deeply embedded in FASSI's approach to innovation. In fact, product innovation itself represents one of the three core pillars of the Group's Sustainability Strategy. FASSI products are designed to be both efficient and sustainable, minimizing consumption and emissions from design and manufacturing through to final use. The Group has adopted this responsible approach to contribute to the wellbeing of future generations.

Product design is a fundamental phase from a sustainability perspective, as the choices made during product development play a key role in determining its future environmental impact. In 2025, FASSI Group adopted a **Design for Sustainability Policy** based on the Life Cycle Assessment (LCA) approach, aimed at systematically **integrating environmental criteria into product development**. This approach requires designers to identify and address all relevant environmental requirements from the earliest design stages.

Key principles of the policy include:

- ▶ Ensuring **compliance with major environmental regulations** (e.g. REACH, RoHS, WEEE), with early identification of environmental requirements during product specification;
- ▶ Promoting the use of **low-impact hydraulic fluids** and reducing the use of lubricants and hazardous chemical substances;
- ▶ Minimizing overall **equipment weight** to reduce fuel consumption and emissions during transport and operation;
- ▶ Designing components for easy disassembly and improving **end-of-life waste management**;
- ▶ Prioritizing the use of **recyclable materials** to support circular economy practices;

- ▶ Selecting **production processes with lower environmental impact** in terms of emissions, energy use, waste and hazardous substances;
- ▶ Developing **energy-efficient components** and solutions to reduce overall consumption;
- ▶ Integrating **systems that mitigate environmental impacts** in the event of failures or accidental spills;
- ▶ Enhancing **product reliability and durability** to reduce maintenance needs and resource consumption over time.



3.1 The FASSI Innovation Center

FASSI has introduced innovative technologies and systems that streamline operations, lower energy use, and maintain the highest levels of safety, all while upholding exceptional quality. Many of these solutions have set industry standards and serve as benchmarks in the industrial machinery sector. The Group's strength lies in the versatility of its designs: FASSI cranes are deployed across diverse sectors, from construction, naval and railway to forestry, military, logistics, waste recycling and specialized applications.

Highly specialised hubs contribute to the overall quality and sustainability of the industrial process of FASSI's manufacturing structure.

The **FASSI Innovation Center** is the Group's technological core where innovation and sustainability are closely aligned. In this facility, 55 FASSI Group specialists generate groundbreaking ideas and translates them into new innovative prototypes that shape the standards of the lifting sector. Open to all Group entities, the Center aims to accelerate the development of advanced solutions, assess performance, and anticipate future industry trends across a wide range of engineering domains, including mechanical, fluid dynamics, electronic, mechatronic, computer, process and materials, management, and telecommunications engineering.



Since 2010, FASSI has been a member of **CiA (CAN in Automation)**, the international association that brings together companies and specialists to develop and promote CAN (Controller Area Network) technologies. FASSI has been contributing to the development and evolution of protocols such as **CAN and CANopen Safety**. Through this network, the company contributes to the evolution of shared technical standards, which are essential for ensuring reliable, real-time control and high safety levels in modern lifting equipment.

FASSI also actively contributes to the development of technical standards through the nomination of **two experts** within key national and European standardization bodies. These experts participate in the work of **CEN (European Committee for Standardization)**, within Technical Committees TC147 and TC98, as well as **UNI (the Italian standardization body)**, within Technical Commission CT005. This involvement highlights FASSI's commitment not only to complying with international standards, but to actively shaping their evolution.



The FASSI Innovation Center also fosters collaborations and research activities with universities and innovation ecosystems. The company currently engages through advanced consortia and laboratories such as **INTELLIMECH** and **JOiINT LAB**. In addition, FASSI participates in strategic research and innovation programs, including the Lombardy Region FESR 2021–2027 initiative **“Collabora & Innova”** with the HARMONY project, as well as projects funded under the European Union's Horizon Europe programme, such as **CL5 AUTOARC** and **ROB4GREEN**.

FASSI Innovation Center

HEADQUARTER

A place designed
to imagine what does not yet exist
and make it possible



55

EMPLOYEES



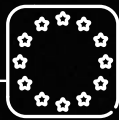
>10

ACTIVE
PROJECTS
PER YEAR



3,400 m²

DEDICATED
TO PROTOTYPES,
ASSEMBLY, TESTING
AND SYSTEM
DEVELOPMENT



19

EUROPEAN
LANGUAGES
TRANSLATED IN
THE INSTRUCTION
MANUALS



19*

FILED
PATENTS

* 4 patents under approval



8

PROJECTS
RELEASED
IN 2025



15

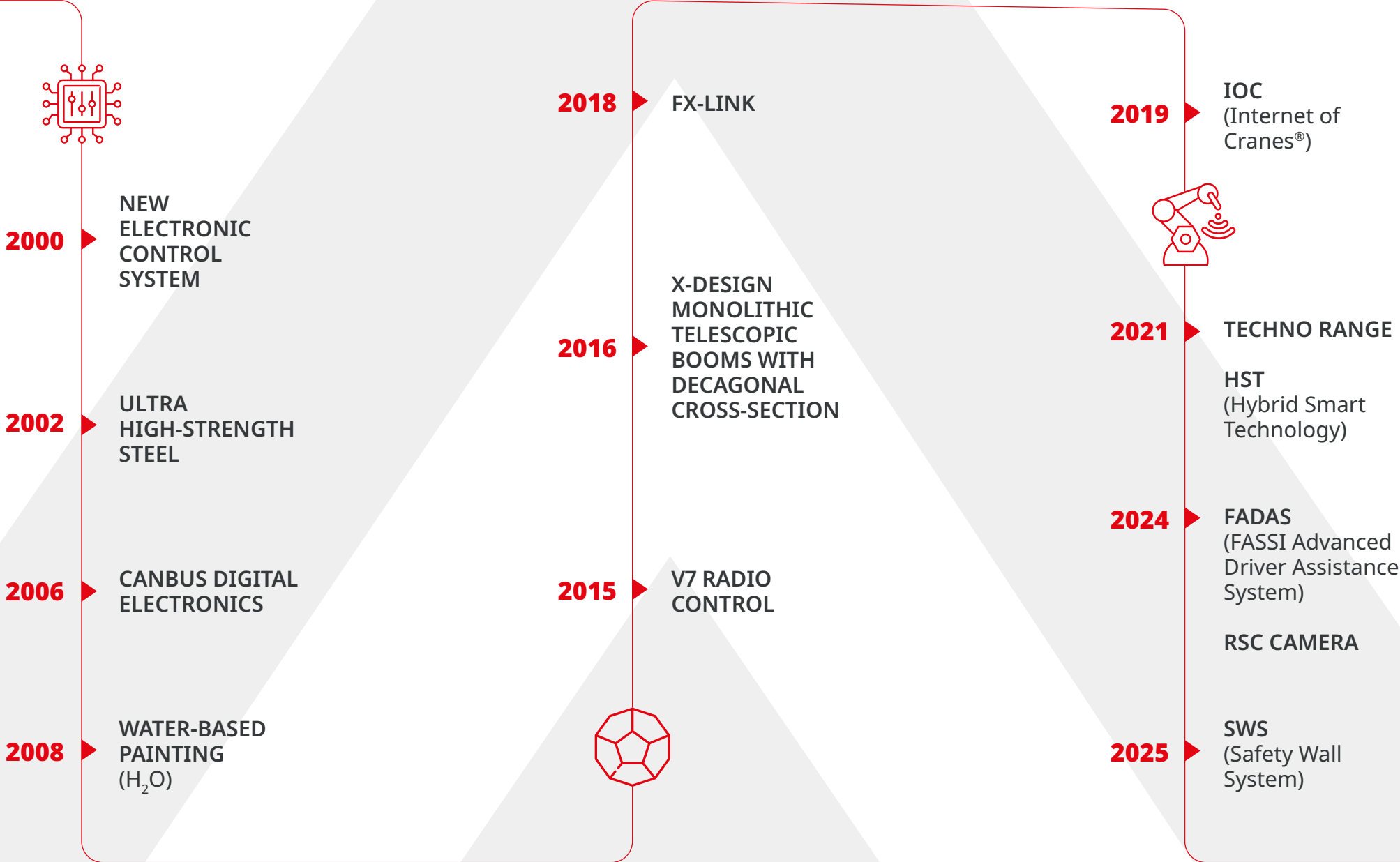
FILED
SOFTWARE



3

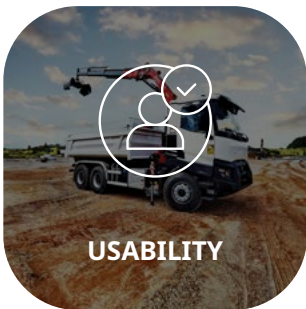
EUROPEAN
FUNDED
PROJECTS

Technologies development at FASSI Innovation Center



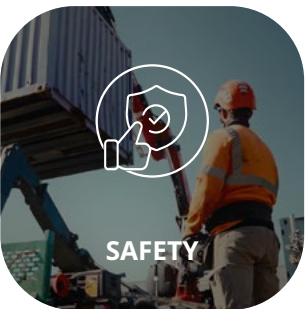
3.1.1 Innovation that works with you

At FASSI, **innovation** is a never-ending journey towards a portfolio of excellence. Every project, every machine, and every technological advancement is designed according to the Group's pillars of innovation:



USABILITY

effectiveness,
speed and
user comfort



SAFETY

reliable conditions
for machine
operators



PERFORMANCE

power and precision
while delivering
results



SUSTAINABILITY

meeting today's
needs while caring for
future generations

In line with the Group's philosophy, all FASSI cranes are engineered to provide the highest level of operator comfort and protection, even in the most demanding environments, featuring intelligent systems that continuously monitor working conditions and act proactively, while delivering an intuitive and efficient user experience.

Alongside this unwavering commitment to safety, FASSI cranes deliver outstanding performance. Its cutting-edge technologies enable precise, responsive control over lifting, handling, and rotation operations, ensuring efficiency in every task, simplifying daily operations, and reducing working time.

A FASSI crane is more than just a piece of equipment; it's a smart and reliable partner on the job.

FASSI Group products are designed to deliver results while meeting a **wide range of user needs**.

► **EMISSION AND NOISE REDUCTION:** Reducing emissions and noise is a key priority for the FASSI Group, addressed through a range of advanced technologies. The **Hybrid Smart Technology (HST)** allows cranes up to 40 t/m to run in electric mode, while the Plug-In system extends this capability to larger models by enabling direct connection to the power grid, ideal for low-impact operations in sensitive areas. For fully electric applications, the combination with Volvo FE trucks ensures a zero-emission solution, with seamless interaction between crane and vehicle through the **FX-Link system**.

► **INCREASED LOAD CAPACITY AND OPERATIONAL PRECISION:** With the introduction of the **TECHNO range**, FASSI has redefined performance standards in terms of lifting capacity and precision. The innovative **X-Design boom** geometry optimizes weight distribution without compromising strength, resulting in improved efficiency. At the same time, the **FX990 electronic system** enhances operational accuracy and introduces expanded digital functionalities.

► **REMOTE LOAD CONTROL:** Digital innovation enhances operational safety through tools such as the **Remote Smart Camera**, which provides operators with real-time visibility of load conditions directly on the remote control. This is particularly valuable in complex or low-visibility scenarios, helping to improve precision and reduce potential risks.



- ▶ **SUSTAINABLE LUBRICATION:** In contrast to traditional lubricants derived from fossil sources, FASSI **X-BiOilLife hydraulic oil** offers a more environmentally responsible alternative. Being 95% biodegradable, it combines high performance with reduced environmental risk, while also supporting longer component life and greater operational reliability.
- ▶ **REMOTE TECHNICAL SUPPORT:** The **Next View Glasses** introduce a new approach to technical assistance by enabling remote support whenever it is needed. This solution minimizes the need for travel, accelerates troubleshooting, and contributes to more efficient and sustainable service operations.
- ▶ **ROBOTISATION:** Automation plays a central role in improving both sustainability and production quality. FASSI has fully robotised its industrial painting processes, adopting advanced water-based coating technologies that contribute to a safer working environment and a substantial reduction in emissions.
- ▶ **SAFETY INNOVATION:** the latest functionality developed by the FASSI Innovation Center is the **Safety Wall System**, which allows the definition of virtual walls and spaces where the TECHNO cranes can operate, increasing the operators' safety by automatically limiting the tool working areas.

Guided by its sustainability ambitions and core principles, the Group's innovation continues to evolve under the FASSI Group Innovation Center.

The Group has a long-running partnership with SSAB, a Swedish steel manufacturing company, to secure deliveries of steel produced with significantly lower environmental impact, with the use of SSAB's Strenx™ steel, contributing to the CO₂ reduction emissions associated with traditional steel production.

In the last few years, FASSI Group has expanded this partnership to explore using SSAB Zero™, made with recycled steel and produced with fossil free electricity and biogas, and SSAB Fossil-free™, a new type of steel produced using a hydrogen and fossil free energy.

This partnership includes also steel produced from both iron ore and recycled scrap to be used in the Group hydraulic and truck mounted cranes.

3.2 The Harmony project

As part of its commitment to product innovation and sustainability, FASSI participates in the **HARMONY (Human-Assisted Robotic Manufacturing for Optimized New Yield)** project, awarded in 2025 under the European funded **Lombardy FESR 2021–2027** program, which aims to support research and innovation initiatives that strengthen regional competitiveness while accelerating the digital and sustainable transformation of the manufacturing sector.

HARMONY focuses on integrating advanced robotics, automation and digital tools, such as Industrial Metaverse solutions, to optimize production processes, reduce development time and improve resource efficiency. The goal is to develop a human-centric **"Factory of the Future"**. The initiative brings together leading industrial and research partners, including Intellimech, Brembo, Cosberg, Elettrocablaggi, SIAD Macchine Impianti, Fondazione Istituto Italiano di Tecnologia (IIT) and the University of Bergamo.

The project is based on a concrete industrial use case, the production of **electric brake calipers** developed by Brembo, to create both a virtual and physical demonstrator of a robotic production line, leveraging advanced robotics, flexible automation and predictive diagnostics systems. Through this initiative, partners contribute to the development of innovative technologies and manufacturing models, strengthening the competitiveness of the Lombardy manufacturing ecosystem while fostering the adoption of advanced robotics and industrial digitalization solutions.

Within this framework, **FASSI contributes to the design of reconfigurable robotic systems for intralogistics, inspection and maintenance**, supporting more flexible, efficient and sustainable manufacturing models while enhancing the role of human operators through collaborative and immersive technologies.





**Environmental
impact**



4. Environmental impact

Environmental responsibility is a core element of FASSI Group's strategy and it continues to strengthen its approach to managing environmental impacts, with a focus on resource efficiency, waste reduction, emissions management and responsible sourcing. These priorities are integrated into daily operations across Group companies, ensuring that environmental considerations are consistently applied in operational processes. Environmental management practices already in place continue to guide the Group's activities, in line with environmental commitments expressed in FASSI Group' Sustainability Strategy.

Several companies in Italy, France and Sweden operate under ISO 14001 certified Environmental Management Systems, supporting a structured and transparent management of environmental aspects and impacts. At the same time, FASSI continues its efforts to extend certification to the Group's main production sites, confirming its commitment to improving the management and transparency of environmental topics. FASSI Group has carried out environmental risk assessments across several entities, including three Italian companies (FASSI Gru, OMEFA, CARMO) and Cranab operational site, identifying potential impacts and area for improvement in line with best practices. At the same time, the Group's French companies have performed broader business risks and opportunities analyses that also incorporate environmental elements. Together, these assessments for part of the Group's wider environmental management approach, supporting informed decisions and proactive risk management.



A further recognition of the Group's concrete efforts in this area was provided **in 2025 through the first EcoVadis assessment**: in early 2026, FASSI joined one of the most widely recognised international sustainability rating platforms, starting a structured process to measure its performance across different sustainability criteria. The EcoVadis rating evaluates companies based mainly on policies and formal commitments, actions and initiatives in place and achieved results (KPIs) over different topics as environmental

protection, social practices, governance and business ethics and responsible sourcing. **FASSI obtained a score of 75/100 for environmental measures and initiatives in place and 100/100 for environmental certifications achieved across the Group entities.** These results reflect the practical and ongoing integration of environmental practices into the Group's daily operations.

ECOVADIS ENVIRONMENTAL SCORE FOR FASSI GROUP

ENVIRONMENTAL MEASURES AND INITIATIVES IN PLACE

75/100

ENVIRONMENTAL CERTIFICATIONS

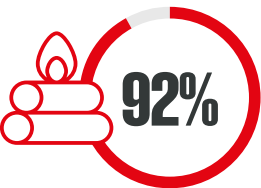
100/100



Joining the EcoVadis platform also represents a further step in strengthening the Group's ability to measure its performance, as collecting data and monitoring performance are the key drivers for improvement. Engaging with a structured rating platform has enabled the Group to further develop and re-inforce its data collection processes, enhance data quality and progressively expand the scope of environmental information collected.

4.1 Energy

Energy is among the most relevant topics for FASSI Group, which is investing considerable efforts to improve its performance in this area. In line with FASSI Sustainability Strategy, the energy efficiency solutions implemented in previous years continue to support the Group’s environmentally sustainable journey.



The Swedish companies Cranab and Vimek purchase electricity from Skellefteå Kraft, a regional energy supplier with strong roots in northern Sweden, focused on renewable electricity production, mainly from hydro-power and wind power. Thermal energy is also predominantly renewably sourced, with 92% derived from wood pellets.

In Italy, research and development areas and CARMO offices operate with a ceiling radiant heating and cooling system, integrated with an air treatment and exchange unit, powered by two geothermal heat pumps that use groundwater as a thermal source, contributing to high energy efficiency and reduced environmental impact. In addition, in 2025 a new photovoltaic system has been installed at the R&D site, which supports the Group’s transition towards renewable energy, together with others photovoltaic systems at CARMO, OCIMA and CIESSE sites, contributing to an increased share of energy from renewable sources.



In 2025, FASSI Group’s energy consumption was generated from a diversified mix of sources. These include electricity, natural gas, propane, and fuel oil used for stationary processes, as well as diesel, petrol and HVO for mobile activities.

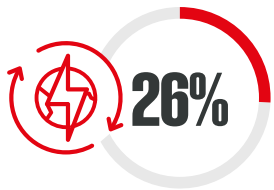
Table 4 provides a detailed breakdown of fuel consumption for each energy source during the reporting year 2025, compared with values referred to year 2024 (DEFRA emissions factor were used for mass, volume and energy conversions for fuels):

Table 4 - Energy consumed by FASSI Group for the year 2024-2025

ENERGY SOURCE		2024 ²	2025
TOTAL ELECTRICITY CONSUMPTION	GJ	54,521	57,222
Electricity purchased	GJ	52,125	54,658
Electricity from property photovoltaic plant	GJ	2,396	2,564
Electricity from renewable sources	GJ	2,396	14,869
Total electricity from renewable sources	%	4%	26%
TOTAL THERMAL ENERGY CONSUMPTION	GJ	81,310	97,782
Thermal energy from fossil fuel sources	GJ	74,013	91,582
District heating from renewable sources	GJ	7,297	6,201
Total energy from renewable sources	%	7%	14%
TOTAL ENERGY CONSUMPTION	GJ	135,831	155,004

As shown in the table above, energy consumption was primarily driven by electricity and natural gas, which were mainly used to support production processes and district heating. Diesel and petrol also contributed to overall consumption, mainly as fuel for company-owned vehicles.

² 2024 data have been updated compared to last year report due to better quality data collection and elaboration.



Regarding electricity consumption, the Group's total electricity purchases increased by approximately 5% compared to 2024, mainly due to the inclusion of German and Malaysian entities within the reporting scope. However, **the share of electricity from renewable sources rose significantly, from 4% to 26%, highlighting a clear improvement in renewable electricity sourcing.**

This result is largely driven by Swedish companies of Guarantees obtaining the Guarantee of Origin (GOs) certificates, which ensure that 100% of their electricity consumption comes from renewable sources. At the same time, **Swedish overall electricity consumption decreased by approximately 6%, thanks to ongoing energy efficiency activities in local sites.**



In addition, electricity generated from photovoltaic systems at the **Italian companies** increased in 2025, producing approximately 7% more renewable energy compared to 2024, rising from 2,396 GJ to 2,564 GJ. As a result, **the share of total energy consumption (including both electricity and thermal energy) from renewable sources increased from 7% to 14% in 2025**, reflecting the Group's continued efforts and commitment to improving its energy footprint.

Total Group consumption of natural gas, fuel oil and diesel increased in 2025 compared to 2024: this trend is primarily due to the expansion of the reporting scope, which now includes FASSI companies in Germany and Malaysia, as well as ongoing improvements in the data collection processes.

4.2 Emissions

Building on 2024 commitment to assess the greenhouse gas emissions generated by its activities, FASSI Group continued in 2025 to evaluate its Carbon Footprint as a measure of its climate impact. The assessment covered both direct greenhouse gas (GHG) emissions from sources owned or controlled by the Group, such as fuel combustion and company vehicles (Scope 1), and indirect emissions related to the consumption of purchased electricity, heat and cooling (Scope 2).

Continuous monitoring of GHG emissions represents a key step towards the development of a more structured decarbonization strategy, supporting the definition of future emission reduction targets and the implementation of targeted improvement actions.

The table below presents Scope 1 and Scope 2 emissions data for 2025 compared with 2024³.

³ The disclosing perimeter has changed compared to the previous year and it includes additional entities. For more details please refer to the Methodological note.

⁴ Compared to last year report, in this document 2024 data has been updated due to a improved quality in energy data collection and consequent emissions elaboration.

Table 5 - Total Scope 1 and Scope2 GHG Emissions

GHG EMISSIONS		2024 ⁴	2025
Scope 1	ton CO ₂ e	4,419	5,388
Scope 2 – Location-based (LB)	ton CO ₂ e	2,541	1,820
Scope 2 – Market-based (MB)	ton CO ₂ e	4,683	3,877
TOTAL GHG EMISSIONS (LB)	ton CO ₂ e	6,960	7,208
TOTAL GHG EMISSIONS (MB)	ton CO ₂ e	9,101	9,265

The primary contributors to Scope 1 emissions are the consumption of natural gas used in production processes, together with the consumption of diesel and petrol for the company-owned vehicle fleet, in line with the trend observed for 2024 emissions.

The increase of approximately 22% in Scope 1 emissions in 2025 compared with the previous year is partially due to the expansion of the reporting scope, since German and Malaysian companies have been included in the data collection as additional production and bodybuilder sites.

Despite the expansion of the disclosing boundaries, **Scope 2 emissions show a reduction in 2025** with both the location-based and market-based approaches. **This result is mainly driven by the increased use of on-site renewable energy, particularly through the purchase of Guarantees of Origin certificates (GOs) by Swedish companies and energy generated from photovoltaic systems in Italy.**

As a result, **location-based Scope 2 emissions decreased by 28% and market-based Scope 2 emissions by 17%.** When considering total Scope 1 and Scope 2 market-based emissions, an overall increase of 2% is observed, mainly driven by the expansion of the reporting scope compared with the previous year. This trend highlights the positive impact of energy sourcing strategies and renewable energy adoption on emissions related to FASSI Group operations, together with the contribution of broader initiatives aimed at reducing its carbon footprint.



Scope 3 emissions elaboration initiative

In 2025, FASSI Group carried out, for the first time, an assessment of its **Scope 3 greenhouse gas (GHG) emissions**, marking an important step towards a more comprehensive understanding and measurement of its climate impact. This reflects the Group’s commitment to extending the scope of its emissions reporting beyond direct operations and purchased energy, with the objective of quantifying emissions related to both upstream and downstream value chain activities and identify potential hotspots to be address with relevant stakeholders.



The calculation of Scope 3 emissions performed by FASSI Group is aligned with the **GHG Protocol**, which requires emissions to be reported according to the categories defined by this standard - in particular, upstream distinguishes between upstream emissions, related to activities occurring along the supply chain, and downstream emissions, generated after the Group’s products leave its direct control.

In order to ensure the most accurate and representative calculation possible, all Scope 3 categories defined by the GHG Protocol were assessed for their relevance to FASSI Group’s operations, and only those categories deemed material and applicable to the Group’s activities have been included in the calculation.

Table 6 - Total Scope 3 GHG Emissions of FASSI Group - 2025

GHG EMISSIONS CATEGORIES		2025		%
SCOPE 3	TOTAL	ton CO ₂ e	251,474	100
3.1	Purchased Goods and Services	ton CO ₂ e	89,953	35.8
3.2	Capital Goods	ton CO ₂ e	1,733	0.7
3.3	Fuel- and Energy-Related Activities	ton CO ₂ e	1,968	0.8
3.4	Upstream Transportation and Distribution	ton CO ₂ e	2,363	0.9
3.5	Waste Generated in Operations	ton CO ₂ e	1,504	0.6
3.6	BUSINESS TRAVEL	ton CO ₂ e	261	0.1
3.7	Employees Commuting	ton CO ₂ e	1,961	0.8
3.9	Downstream Transportation and Distribution	ton CO ₂ e	3,431	1.4
3.10	Processing of Sold Products	ton CO ₂ e	3,050	1.2
3.11	Use of Sold Products	ton CO ₂ e	142,333	56.6
3.12	End-of-Life Treatment of Sold Products	ton CO ₂ e	2,878	1.1
3.13	Downstream leasing assets	ton CO ₂ e	37	0.01

Overall, the emissions profile shows that the main impact drivers are located both upstream and downstream of the value chain, **making eco-design, product efficiency improvements, and supplier engagement in emission reduction initiatives key priorities.**



4.3 Water

Water use within FASSI Group mainly relates to two sources: water from the public supply, primarily used in production activities such as painting and equipment cleaning, and groundwater used to operate heat pump systems for heating and cooling offices. After use, water is discharged either into surface water bodies or into the sewage system; for industrial water, discharge takes place after appropriate treatment processes.

5 2024 data only includes Italian companies data.

Table 7 presents water consumption data for the reporting year for the Group’s manufacturing sites.

Table 7 - FASSI Group manufacturing sites water consumption for the years 2024-2025

WATER RESOURCES		2024 ⁵	2025
WATER CONSUMPTION	m³	204,850	208,637
RECYCLED WATER (GEOTHERMAL SYSTEM)	m³	153,981	183,260



The slight increase in water consumption in absolute terms in 2025 is mainly related to the inclusion of French and Malaysian manufacturers sites in the data collection, compared to the previous year, where only Italian sites’ water consumption was reported.

Recycled water data is derived from the geothermal system at the Italian facilities, which accounted for 88% of total water use in 2025.



The improvement in recycled water share is primarily due to increased use of the geothermal system and reduced consumption for other purposes.



4.4 Waste

Total waste generated by FASSI Group during 2025 is displayed in Table 8. In general, most of the waste generated consists of liquid waste and sludge from production processes, particularly washing water, aqueous solutions, suspensions and paint residues. These types of waste mainly come from mechanical processing, welding and surface treatment activities, which are the core operations of FASSI’s production sites.

6 2025 data does not include German companies.

For the reporting year, the scope have been extended compared to previous year, as data have been collected for the Italian, French, Malaysian and Swedish companies of the group.

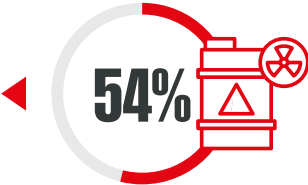
Table 8 - Waste generated for the years 2024-2025

WASTE GENERATED		2024	2025 ⁶
TOTAL NON-HAZARDOUS WASTE	ton	4,470.04	4,665.79
Non-hazardous waste recovered	ton	4,236.30	4,357.11
Non-hazardous waste sent to recycling	ton	4,198.71	4,231.77
Non-hazardous waste prepared for reuse	ton	0	2.43
Non-hazardous waste sent to energy recovery	ton	37.59	122.91
Non-hazardous waste sent to landfill	ton	233.74	308.68
TOTAL HAZARDOUS WASTE	ton	550.28	572.80
Hazardous waste recovered	ton	246.81	310.90
Hazardous waste sent to recycling	ton	-	119.88
Hazardous waste prepared for reuse	ton	-	41.57
Hazardous waste sent to energy recovery	ton	-	149.46
Hazardous waste sent to landfill	ton	303.48	261.90



In 2025, the total amount of waste generated (5,239 tons) increased by about 4% compared to 2024. This increase is due to the inclusion of Malaysian entities within the reporting scope. The percentage of non-hazardous waste diverted from landfill remained stable at 93% in 2025.

On the other hand, although hazardous waste increased in 2025 (+4% compared to 2024), its management improved. The share of hazardous waste diverted from landfill rose from 45% to 54% in 2025. In absolute terms, recovered volumes increased significantly (+26%), while waste sent to landfill decreased (-14%).



Overall, considering both hazardous and non-hazardous waste, in 2025 **571 tons were sent to landfill, while 4,668 tons were diverted from landfill.** Compared to 2024, the overall rate of waste diverted from landfill remains stable at **89%**.





5.

**Social
performance**



5. Social performance

At FASSI Group, corporate value is closely linked to the positive impact generated for people. Within the Group’s culture, a people-centred approach has always played a fundamental role, together with a strong commitment to supporting employees, who are a key asset for the organisation’s success. Guided by principles of transparency, integrity, safety and well-being, the Group strives to act as a reliable and responsible figure to all stakeholders, placing strong emphasis on its social responsibility.

People management is grounded in the principles set out in the **FASSI Group Social Responsibility Policy**, which formalises the Group’s commitment to respecting human rights, promoting fair working conditions, ensuring non-discrimination, safeguarding freedom of association and protecting human dignity, while also outlining the guiding principles of business conduct.



These commitments are further articulated and implemented through the **Group Code of Ethics**, developed in 2025 and approved in early 2026, which defines rules of conduct, responsibilities, and control mechanisms applicable to employees, collaborators and business partners, and establishes a structured framework for managing relationships with key stakeholders.

In 2025 both policies were updated, expanded and harmonised at Group level, marking an important milestone for FASSI Group by consolidating and strengthening commitments globally and moving beyond locally adopted national policies. Together, these documents form part of an integrated framework of Group policies developed during 2025, further reinforcing a shared and long-term vision for the Group.

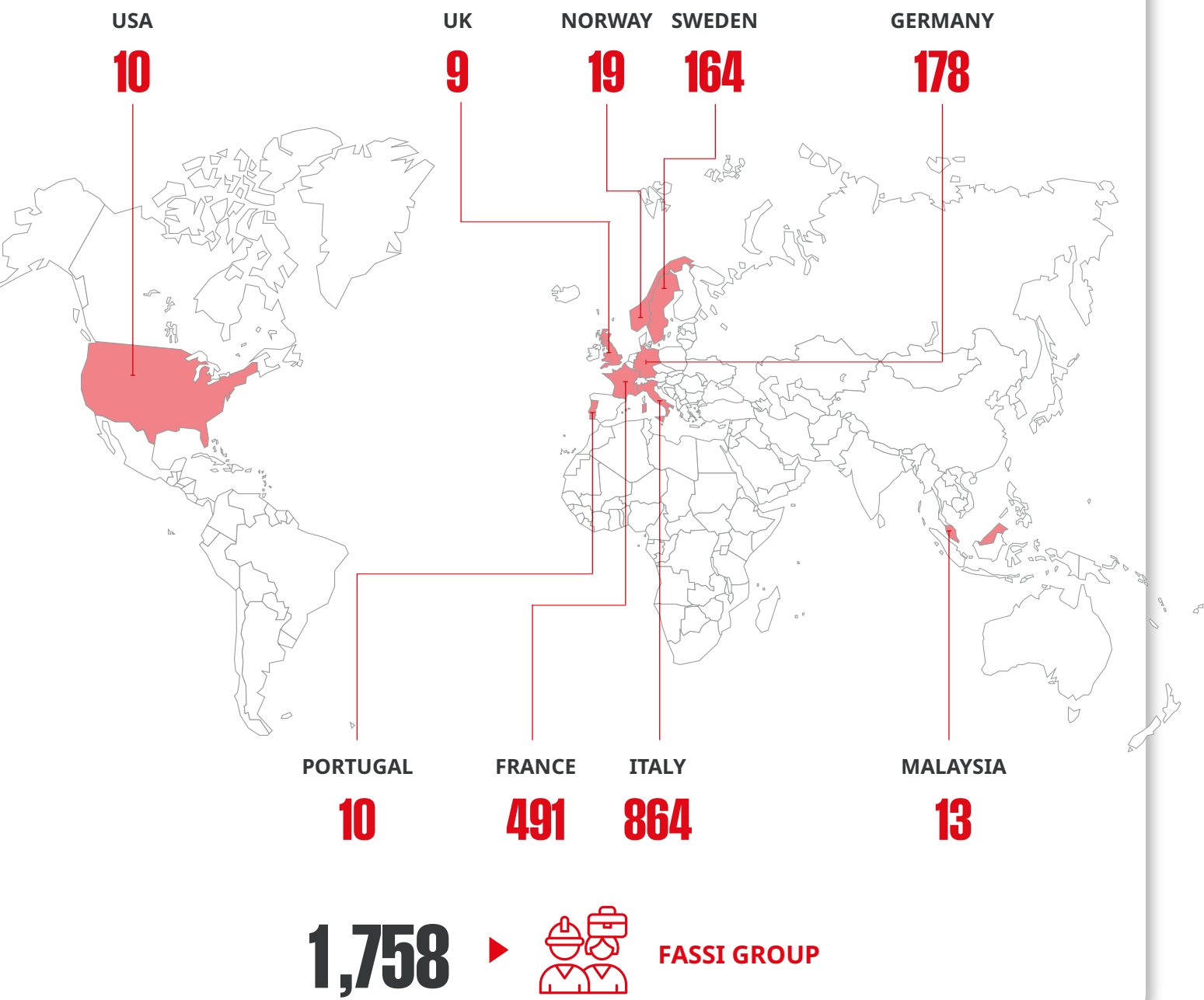
In most Italian companies within the Group, the commitment to employees has been further strengthened and formalised through the adoption, in 2025, of the **Employees’ Code of Conduct**. This Code serves as an operational reference for managing employment relationships, safeguarding health and safety, promoting inclusion and equal opportunities, and preventing non-ethical behaviour. It supports the practical integration of social and governance principles into everyday processes and practices, reinforcing a corporate culture founded on legality, fairness, transparency and respect for people.

5.1 People

FASSI Group places strong emphasis on its people, recognising human capital as a fundamental driver of its long-term strategy. The Group is committed to supporting employees’ professional development and well-being by fostering a positive, inclusive and engaging work environment.

With reference to the financial disclosing perimeter the Group counts **1,758 employees**, distributed as below in different countries. **The number of employees (in headcount) increased by 3% considering as comparison 2024** financial reporting perimeter (1,702 employees).

FASSI GROUP EMPLOYEES PER COUNTRY - 2025



Considering only the reporting perimeter⁷, the tables below present an overview of the Group's workforce during the reporting year expressed in Full-Time Equivalent (FTE) and broken down by gender. The total number of employees, measured in Full Time Equivalent (FTE), reached 1,665 employees at the end of 2025, **marking a 23% increase compared to 2024**. The growth in figures is due to the expansion of the reporting perimeter, which in 2025 covers 97% of FASSI Group employees.

Table 9 - Gender representation of FASSI Group workforce for the years 2024-2025

FULL TIME EQUIVALENT (FTE) EMPLOYEES	2024	2025
Male	1,203	1,460
Female	156	205
TOTAL	1,359	1,665 ⁸



Female employees represent 12% of the total workforce, one percentage point higher than in 2024, reflecting a structural trend quite typical in the Industrial Machinery sector.

Table 10 below provides detailed information on gender representation in the Group's C-suite and senior management.

⁷ The companies' data in table 9-10-11 and in the whole chapter 5 are listed in the Methodological Note. Exceptions will be disclosed with specific notes.
⁸ With the same reporting perimeter, the value in headcount is 1,705 employees.

Table 10 - Gender composition of FASSI Group management for the year 2025

EMPLOYEES CATEGORY			
	Male	Female	Total
C-Suite ⁹	28	2	30
Senior Management ¹⁰	50	12	62

In 2025, FASSI Group has revised its methodology to define employees’ category. With a focus on gender representation, in 2025 women accounted for 6.7% of Top Management (C-suite) and 19.4% of Senior Management. Furthermore, female presence is ensured within the Board of Directors of FASSI Gru, where one woman holds a seat (representing 20% of the total).

FASSI Group clearly recognises gender diversity as a priority and is committed to building an inclusive and fair workplace, in line with principles outlined in the Group Code of Ethics and Social Responsibility Policy.

The calculation of FASSI Group unadjusted gender pay gap (UGPG) has been improved with better data collection and quality with an overall value of 4% in 2025, remaining close to the reference level identified by ILO, OECD and European Commission, which consider a 0%–3% range to be a realistic benchmark.

A tangible expression of this commitment is the **Gender Equality Plan** developed by Cranab, one of the Swedish companies within the Group. This plan set out specific initiatives designed to guarantee fair and appropriate working conditions for both men and women, while proactively supporting equal access to training, skills development, and career progression opportunities regardless of gender.

The Group is also focussed on being a workplace where inclusion is a valued strength: in 2025 the number of employees with a registered disability em-

ployed within the reporting scope, amounts to 60 employees, representing 3.5% of the total workforce. Compared to 2024 the absolute number slightly increased, reflecting the expansion of the reporting scope.

Some of the Italian companies of the Group have also established active partnerships with local associations to set-up internships for autistic students and young adults.

Table 11 - FASSI Group permanent employees, hires and departures for the year 2025

	2025	Male	Female	Total
Permanent employees (FTE)		1,328	189	1,517
Permanent (FTE) hires		98	22	120
Permanent (FTE) (voluntary) departures		71	6	77



In addition, FASSI Group protects its employees through fair employment contracts: **86.9% of workers in manufacturing and assembly sites are covered by collective agreements.**

In addition, the higher number of hires in 2025 compared to voluntary departures during the same year indicates an overall expansion of the Group’s workforce in 2025.

⁹ C-suite category includes executive roles and some senior executives.

¹⁰ Senior management category includes direct reports to C-Suites.

5.1.1 People’s benefit

FASSI’s people engagement and retention were further strengthened in 2025 through a comprehensive system of benefits and initiatives designed to support employees across the Group.

Across its operations, the Group provides a broad range of benefits aimed at enhancing employees’ well-being and financial security. These include flexible working arrangements, access to corporate welfare platforms, supplementary pension schemes, health insurance coverage and employer-supported pension plans. Employees also benefit from meal vouchers, profit-sharing arrangements, and additional forms of assistance such as tax return support.



At a more local level, further initiatives complement this framework, including allowances to promote sustainable mobility, gift vouchers granted on several occasions, social and cultural committees, time-saving accounts, long service

awards. In addition, ongoing support services—such as administrative counselling and HR information points—ensure employees have continuous access to guidance on administrative and organizational matters.

These measures collectively contribute to fostering work-life balance, individual well-being and a positive organizational climate. As a result, FASSI Group continues to strengthen its position as an attractive employer where people choose to stay.

In 2025, 120 permanent employees (FTE) were hired across, compared to 77 voluntary departures, resulting in a low employee turnover rate of 5.1%.

The Group places strong emphasis on **understanding employee perceptions and encouraging active participation**. Regular employee engagement surveys are conducted in several companies, consistently reporting satisfactory feedback from the workforce.

To further support transparency and dialogue, local whistleblowing systems allows employees to report concerns confidentially and anonymously. This is complemented by internal communication tools such as company notice boards, corporate websites, and the ongoing development of a dedicated internal communication web app aimed at improving accessibility and simplifying information sharing.

During 2025, additional initiatives were introduced to strengthen **employees’ sense of belonging and connection to the organization**. A notable example is the “Open Day” event held in October to celebrate the Group’s 60th anniversary, during which employees, their families and local communities were invited to visit production sites, fostering stronger relationships and engagement across the organization.

The Group also reinforced its commitment to the **human dimension of the workplace** by introducing initiatives to support employees in difficult situations.

At the end of 2025, a solidarity leave program was launched based on the voluntary and anonymous donation of leave hours by colleagues, complemented by a matching contribution from the Group. Becoming operational in early 2026, this initiative is designed to assist employees facing serious family hardship and reflects FASSI’s ongoing focus on care, solidarity and mutual support.

5.1.2 Training and development

Employees development and skills enhancement are key pillars of FASSI Group strategy, since training and continuous learning are recognized as essential enablers for achieving strategic objectives, well highlighted in both Group Code of Ethics and Social Responsibility Policy.

Considering only the Group’s manufacturing sites employees, during 2025:

- 609 FTE employees participate in regular performance or career development reviews, representing 49.7% of the workforces in those facilities;
- the total volume of training delivered was **9,035 hours in 2025, with 781 FTE employees participating, corresponding to 63.7% of the employees;**
- an average of 7.4 training hours per employee were delivered in 2025, marking a slight decrease from 8.2 hours per employee recorded in 2024.

In 2025, training activities also continued on environmental and social topics, while the launch of dedicated training programmes on diversity and inclusion for the Italian companies, as well as training on the Code of Ethics, is planned for 2026.



In addition, **some Italian companies of the Group also launched in 2025 a pilot mentoring and job rotation programme** for newly graduated employees, aimed at fostering transversal skills through experiences building across different business areas. These initiatives will continue in 2026, alongside further guidance activities and collaborations with schools and vocational training institutions.

The Group’s focus on valuing its people is further reflected in the recognition of internal excellence. For instance, as part of an initiative promoted by Confindustria, in certain Italian companies an excellence award was granted to the Research & Development (R&D) department and to a FASSI employee, Marco Poloni, in recognition of their professional contribution, confirming the central role of skills and innovation in the Group’s sustainable growth path.

5.2 Health and Safety

Creating a safe and healthy working environment is a core element of the Group’s strategy. In this context, FASSI Group promotes a culture focused on prevention, employee well being and continuous improvement, in line with the principles set out in the Group Code of Ethics.

In 2025, a Group wide Health and Safety Policy was formally adopted and extended to all FASSI Group companies. The Policy strengthens the commitments already in place across the Group and defines a shared and structured approach to occupational health and safety. This approach is based on systematic risk assessment, accidents prevention, continuous training and awareness raising initiatives, and the active involvement of employees, fostering shared responsibility and continuous improvement.

In line with this framework, the Group implements actions to eliminate hazards and reduce risks as far as possible by applying a hierarchy of controls, prioritizing hazard elimination and substitution, followed by technical and organisational measures, safe operating procedures and training.

The next table provide data on the Group’s health and safety performance, covering both direct employees and contractors. The data includes Manufacturing and Installation sites with the exemption of Vimek.



Table 14 - FASSI Group health&safety data for direct employees in the years 2024-2025

DIRECT EMPLOYEES HEALTH & SAFETY PERFORMANCE	2024	2025
Number of lost time injuries	63	71
Number of direct employees fatally injured	0	0
Overall no. of hours worked in the reporting period	2,327,094	2,229,318
Lost time injury frequency rate (LTIFR) ¹¹	5.41	6.37
Number of workdays lost due to work-related accidents	2,007	1,322
Accident severity rate ¹²	0.85	0.59

With reference to direct employees, the table above highlights a slight increase in the number of lost time injuries in 2025 compared to 2024. This variation also reflects the change in the reporting scope, with the inclusion of the German and Malaysian facilities in the scope.

As a result, the Lost Time Injury Frequency Rate (LTIFR), shows a higher value in 2025 compared to 2024, due to the increased number of reported accidents. However, despite this increase, the total number of days lost due to work-related accidents decreased significantly in 2025. This led to a reduction in the accident severity rate, indicating an overall lower severity of the incidents recorded.

During 2025 the Group continued its efforts not only to improve Health and Safety monitoring, but also to enhance overall health and safety performance. These efforts were accompanied by preparatory activities aimed at achieving ISO 45001 certification by 2027 and 2028 for selected Group sites. Health and safety risks assessment have been performed within the Group, structured processes implemented, training activities offered, as well as monitoring of legal compliance and continuous improvement related to the topic.

¹¹ It represents the number of lost time injuries relative to the total hours worked during the reporting year, normalised to 200,000 hours worked.

¹² It measures the number of workdays lost due to occupational injuries to every 1,000 hours worked by the employees. It is calculated as (total days lost x 1,000) divided by the total hours worked.

The system applies to FASSI Group direct employees operating at production, logistics and administrative sites and to workers from external companies operating under the organisation’s control. It covers the main business activities carried out at these sites, including design, production, mechanical processing, welding, painting, assembly, testing, warehouse management and technical assistance.



5.3 Relations with local communities

The Group maintains active relationships with the local communities in which it operates, supporting the growth and well-being of the territories through social and community-focused initiatives. Participation in local networks and associations is in place, for examples, in France, where Marrel and Forrez-Bennes are involved in the ACTIFFS and IUMM networks, which promote dialogue among entrepreneurs and industrial professionals and foster discussion of economic and social issues at local level.

Health-related cause are another area of focus for FASSI Group, combining financial contributions with active employee participation. **In 2025, several companies of the Group have supported the local “Ligue contre le Cancer”** – France’s leading private non-profit organisation dedicated to fighting cancer - through donations, gifts and participation in solidarity events. For several years, **all French companies have gotten involved in the national “Octobre Rose” (Pink October) campaign**, promoting awareness-raising activities, sporting events and fundraising initiatives for cancer prevention and research. In addition, the Group’s German entities made a donation in July 2025 to the Malteser Children Hospice Services, contributing to its valuable work in support of seriously ill children and their families and in Italy, the Group supported a local organization that raises awareness on rare diseases.



In addition, FASSI Group is actively involved in initiatives aimed at supporting vulnerable groups and strengthening social cohesion. **In Italy**, during 2025 several companies organized several social initiatives scheduled to be implemented the next year. For example, **in February 2026 FASSI Gru participated in “NutriAmo Bergamo”**, an initiative supported by 51 companies located in Lombardy, in collaboration with the association Banco Alimentare and Confindustria Bergamo. Thanks to employees’ contributions, 2,100 kg of food products were collected to support families in need in the area.

Education is a further pillar of community engagement for the Group: FASSI Gru has long promoted initiatives in local schools aimed at expanding training opportunities and strengthening links between education and industry.

5.4 Social responsibility in the value chain

The value chain is a strategic lever for FASSI Group, playing a central role in creating long-term value, ensuring consistent product quality over time, and strengthening relationships with suppliers.

The Group places strong emphasis on managing and overseeing its supply chain, both to address technical and product-critical requirements and to uphold sustainability standards at every stage.

The Group’s procurement decisions are guided by **three principles**:

- ▶ **COLLABORATION:** Suppliers are not regarded as mere transactional counterparts, but as long-term partners whose growth and resilience are integral to the Group’s development.
- ▶ **TRANSPARENCY:** FASSI Group is committed to building open, honest, trust-based, lasting relationships that generate mutual value, supporting both the integration of new business partners and the consolidation of longstanding collaborations.
- ▶ **CONTINUOUS IMPROVEMENT:** the Group monitors supplier performance to identify improvement opportunities.

Within this framework, FASSI prioritizes responsible procurement practices, integrating rigorous labour and social requirements into its supplier relationships. Respect for human rights and fair working conditions are promoted across both upstream and downstream activities. Particular attention is given to health and safety standards, ensuring that products reaching end customers meet the highest standards of reliability, compliance, and ethical integrity.

Over recent years, the Group has increasingly embedded sustainability into its supplier management approach, combining the operational resilience of its sourcing system with a broader commitment to responsible practices across the entire value chain.

Reflecting a comprehensive vision that balances economic stability with environmental, social, and ethical considerations, the Group approved its **Sustainable Procurement Policy** and revised the **Group Supplier Code of**

Conduct to ensure full alignment with its core ethical principles. This shared framework establishes clear expectations for partners, prioritizing business integrity, respect for human rights, fair and safe working conditions, environmental protection, and proactive climate responsibility.

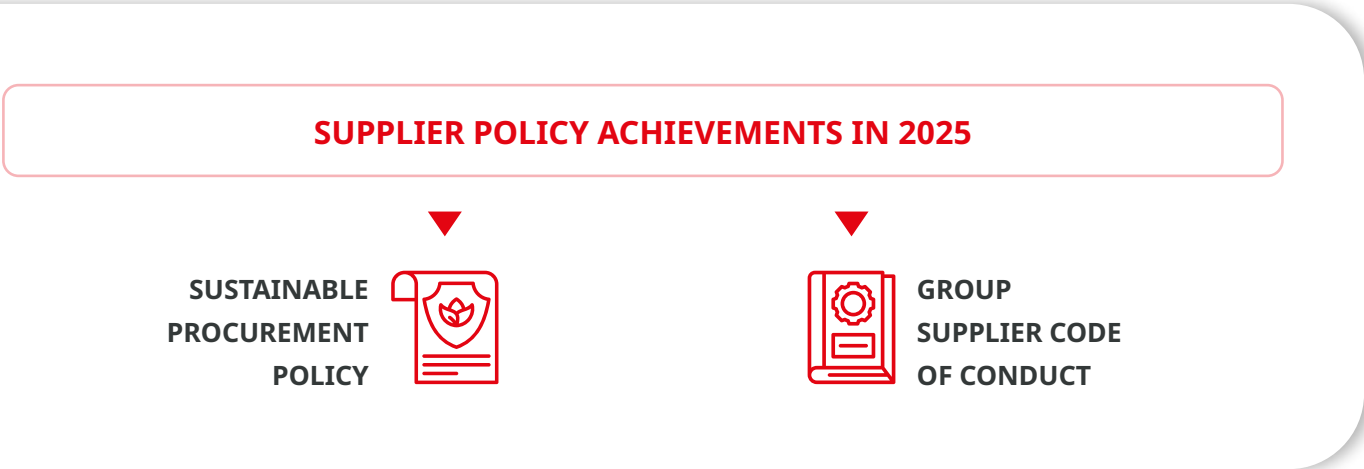
To support the implementation of these commitments, starting from 2026, key suppliers will be required to formally sign the **Code of Conduct**. In addition, a further updated version will be presented internally in September 2026 to ensure regular monitoring and alignment with evolving global standards and stakeholder expectations.

The company prioritizes suppliers who follow sustainable and environmentally friendly approaches, promotes collaboration and continuous improvement, and regularly monitors and reviews its procurement practices to align with evolving standards and stakeholder expectations.

Initial qualification is based on a risk-based approach that assesses suppliers' technical, economic, and governance standards through document analysis, certification review, and, where necessary, audits. This process marks the starting point of continuous monitoring to ensure long-term alignment with company standards.

The supplier base is evaluated at least annually by a cross-functional team, with particular attention to high-impact suppliers. Performance is assessed across three key areas: quality, environmental and health & safety performance, and ethical and governance practices.

Sustainability-related clauses have been incorporated into the most relevant supplier contracts. In Italy, these clauses currently cover 100% of relevant suppliers, reflecting the Group's determination to make sustainability a non-negotiable element of its sourcing relationships.



Sustainable suppliers' selection and assessment process

The Group applies a structured supplier selection process across all its operational sites. In addition to economic and operational criteria (quality, volume, and delivery performance), sustainability requirements are fully integrated. These **include environmental and energy performance, as well as ethical, social, and human rights criteria**, ensuring compliance with the Supplier Code of Conduct, including fair labour practices, prohibition of child and forced labour, diversity, and workplace health and safety.



In 2025, FASSI Italy strengthened supplier engagement by sharing a sustainability self-assessment questionnaire with **approximately 160 key suppliers involved, achieving an 85% response rate**. The initiative enabled the collection of structured information across environmental, social and governance topics, including the presence of management systems, regulatory compliance, and policies related to ethics, environmental protection, occupational health and safety, and labour practices.

Based on the results, suppliers were classified across three dimensions: social responsibility, environmental management, and occupational health and safety.

This initiative represents an important step towards greater transparency and more targeted monitoring along the supply chain.

Strengthening sustainable supplier engagement and risk mapping

FASSI is currently developing a more structured, risk-based engagement model to strengthen supply chain sustainability evaluations and support the gradual development of a dedicated supplier rating. At the beginning of 2026, an internal workshop was organized, to create awareness among the Group departments and build common knowledge and vision on how to strengthen the sustainable sourcing pathway of the Group.

In this context, a risk matrix was defined for Italian entities' direct suppliers, combining strategic and economic relevance with inherent ESG risk, taking into account sector exposure, geographical factors and the complexity of suppliers' organisations.

Suppliers identified as presenting both medium or high economic relevance and medium or high ESG risk are classified as priority suppliers and subject to enhanced monitoring and engagement. For these suppliers, **FASSI has established a robust and integrated ESG assessment process based on the Synesgy platform**, which enables the collection of detailed, structured sustainability information.

The use of alternative ESG platforms or the submission of recognised certifications is also accepted, if suppliers can demonstrate a credible and structured sustainability pathway. Suppliers qualified as less relevant from FASSI risks matrix will continue to be evaluated through the sustainability self-assessment, following 2025 positive experience.

In addition, in early 2026 FASSI Group took also a further step in engaging its supplier base by organising two ESG-focused webinars, designed to raise awareness and strengthen sustainability knowledge among suppliers. The initiative reflects the Group's broader ambition to embed sustainability as a shared culture across its supply chain, going beyond compliance requirements to foster genuine understanding and commitment. With over

80 suppliers invited at the event, this initiative marks an important starting point in building a more informed and sustainability-conscious supplier community, and supplier involvement will remain a priority objective for the Group in the months ahead.



Taken together, these initiatives reflect FASSI Group's ambition to grow alongside its suppliers, fostering a shared culture of responsibility, transparency and continuous improvement.

By making sustainability a core dimension of supply chain management, the Group aims to build a resilient, responsible and future-oriented sourcing ecosystem, one in which suppliers are active participants in the Group's broader sustainability journey.

Appendix

Material topics



PRODUCT INNOVATION AND SUSTAINABILITY

PRODUCT QUALITY AND SAFETY

ESRS S4 Consumers and end users: Health and safety, Personal safety or consumers and/or end-users, Security of a person

PRODUCT INNOVATION AND TECHNOLOGY

ESRS E5 Circular Economy: Resources inflows, including resource use

PROTECTION OF INTELLETTUAL PROPERTY

ESRS S4 Consumers and end users: Privacy



ENVIRONMENTAL IMPACT

RESPONSIBLE WASTE MANAGEMENT

ESRS E5 Circular Economy: Resources inflows, including resource use, waste

ENERGY CONSUMPTION AND GHG EMISSIONS

ESRS E1 Climate Change: Energy, Climate change mitigation
ESRS E2 Pollution: Pollution of air, soil and water

SUSTAINABLE SUPPLY CHAIN

ESRS S2 Workers in the Value Chain: Health and safety, Secure employment
ESRS G1 Business conduct: Management of relationships with suppliers including payment practices, Corruption and bribery



SOCIAL PERFORMANCE

OCCUPATIONAL HEALTH AND SAFETY

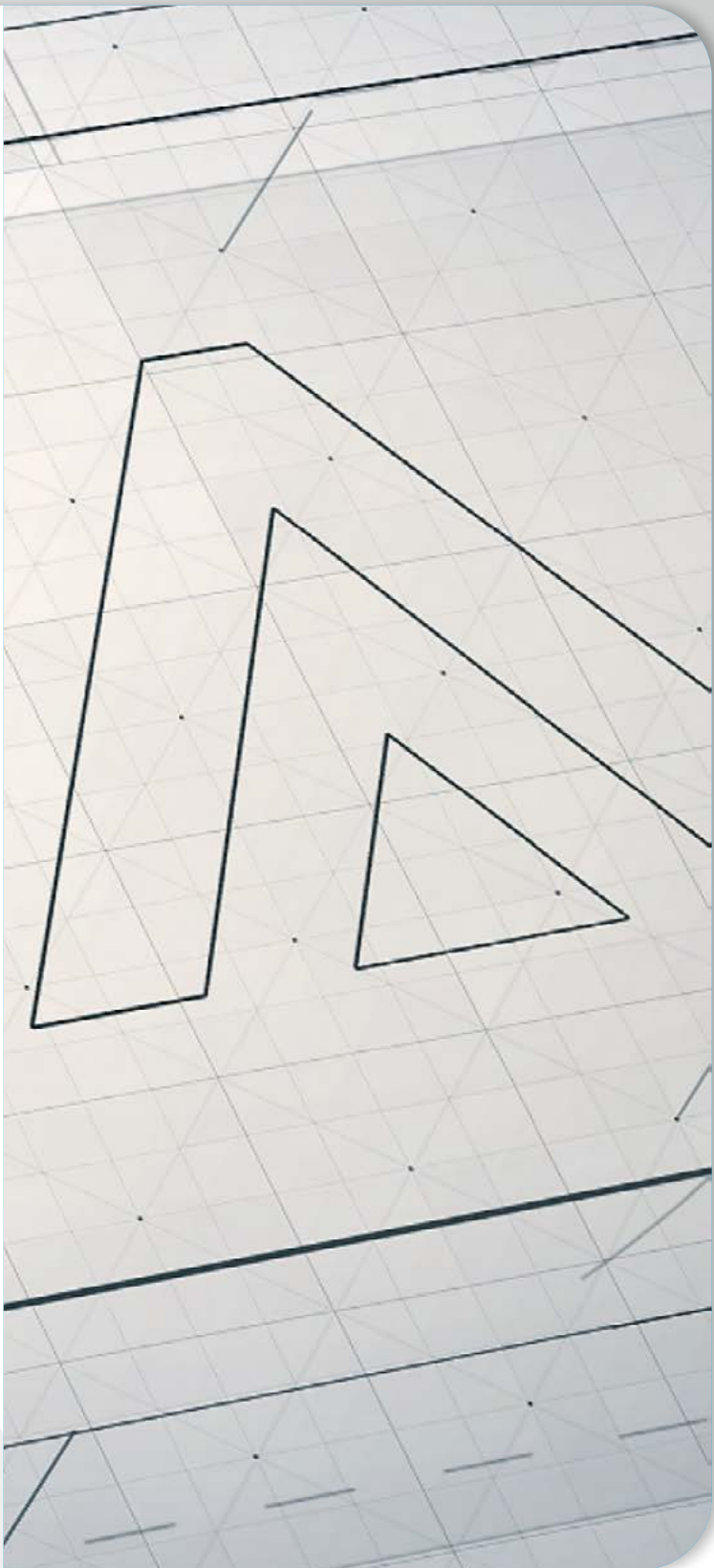
ESRS S1 Own workforce: Health and safety, Privacy, Secure employment, Working time, Work-life balance

TALENT ATTRACTION AND RETENTION

ESRS S1 Own workforce: Training and skills development

DIVERSITY AND EQUAL OPPORTUNITY

ESRS S1 Own workforce: Adequate wages, Collective bargaining, including rate of workers covered by collective agreements, Employment and inclusion of persons with disabilities, Freedom of association, the existence of works councils and the information, consultation and the participation rights of workers, Gender equality and equal pay for work of equal value, Measures against violence and harassment in the workplace diversity, Social dialogue
ESRS G1 Business conduct: Protection of whistle-blowers, corporate culture



Environmental data

Table 13 - Other emissions in FASSI Group for the year 2024-2025

AIR POLLUTANTS			2024 ¹³	2025 ¹⁴
SOx (sulphur oxides)	kg		4.3	6
NOx (nitrogen oxides)	kg		15.1	17
PM (particulate matter)	kg		842.6	1,192
VOCs (volatile organic compounds)	kg		22,271	35,366

¹³ 2024 data differs from last year report due to increased data collection quality.
¹⁴ 2025 data does not include German entities.

Table 15 - Permanent and temporary FTE employees of FASSI Group
Breakdown by gender and country

Employees (FTE) 2025		Italy	France	Sweden	Usa	Germany	Asia	Total
Permanent employees (FTE)	Male	622	414	128	7	146	11	1,328
	Female	80	66	23	2	16	2	189
	Total	702	480	151	9	162	13	1,517
Temporary employees (FTE)		Total	133	6	9	0	0	148

Social data

Table 14 - Gender representation of FASSI Group workforce for the year 2025 - Breakdown by Country

Total number of Full Time Equivalent (FTE) employees	Italy	France	Sweden	Usa	Germany	Asia	Total
Male	741	420	135	7	146	11	1,460
Female	94	66	25	2	16	2	205
Total	835	486	160	9	162	13	1,665

Table 16 - Permanent hires and voluntary departures, per gender and regions - 2025

Employees 2025		Italy	France	Sweden	Usa	Germany	Asia	Total
Permanent hires	Male	36	32	6	2	22	0	98
	Female	8	7	2	1	4	0	22
	Total	44	39	8	3	26	0	120
Permanent voluntary departures	Male	34	12	10	0	14	1	71
	Female	3	0	3	0	0	0	6
	Total	37	12	13	0	14	1	77

Methodological note

This document is the second sustainability report of the group FASSI Gru S.p.A (hereafter and in the document ‘FASSI Group’), entity born after the reverse merger in June 2025 from Lifting Holding S.p.A, FASSI Holding S.r.l and FASSI Gru S.p.A, that lead this one to become the Group holding.

The report follows the guidelines and principles of the Global Reporting Initiative (GRI), one of the most acknowledged sustainability reporting standards, and it has been developed by choosing the option ‘in accordance’. The document’s timeframe is the financial year 2025.

The disclosing perimeter of this report includes the companies in the table below, each of them classified as “Manufacturing site”, “Bodybuilder site”, “Office” with different categories of sustainability data collected.

Table 17 - Disclosing Perimeter and site classification - 2025

Manufacturing sites	Bodybuilder sites	Offices
FASSI Gru S.p.A	FASSI Emilia S.r.l	FASSI Sverige Ab
O.ME.FA S.p.A	Albert Fahrzeugbau Gmbh	FASSI Deutschland Gmbh
CARMO S.r.l	Zanner Fahrzeugbau Gmbh	Bavaria Fahrzeugbau Holding Gmbh
O.CI.MA S.r.l	FASSI Provence – Miltra Provence Sarl	C.T.E.L.M. Sas
O.M.B Brugnetti S.r.l	FASSI Paris Sud - Deucaville Sas	FASSI France Sas
Carpenteria C.S S.r.l	FASSI Paris Nord - Miltra Paris Nord Sarl	Marrel Corporation
TSM Sensors S.r.l	FASSI Roanne - Forez-Bennes Service Sas	
Cranab A.B	FASSI Loire – Forez-Bennes Loire Sas	
Vimek A.B	FASSI Auvergne – S.N. Thomazet Sas	
Marrel S.A.S	FASSI Bretagne - Carrosserie De L'iroise	
Forez Bennes S.A.S	FASSI Rhone & Alpes - S.D'expl. Forez-Bennes Hydro Sas	
FASSI Asia Pacific Sbn Bhd		

The entities highlighted in bold in Table 17 are those not included in 2024 reporting perimeter.

Employees data disclosed in Figure 1 represents the whole financial perimeter while social performance data in Table 9, Table 10, Table 11 and related paragraphs cover manufacturing, body builders and office sites of the reporting perimeter above and are expressed as Full Time Equivalent (FTE) employees while the indicators referring to disabled employees refer to headcount employees. Employees’ data in subparagraph 5.1.2 and paragraph 5.2 are referred to manufacturing sites only. Health and safety data in Table 12 include manufacturing and bodybuilders sites data with the exemption of Vimek A.B. Each exception from the information above is specifically disclosed in the report.

Environmental data disclosed are related to water consumption, waste management, energy consumption and related greenhouse gas (GHG) emissions. Environmental disclosures include manufacturing and bodybuilder sites data, with the exemption of Table 8 and Table 13 where Albert Fahrzeugbau Gmbh and Zanner Fahrzeugbau data are not included.

2024 Data in Table 4 and Table 5 related to energy consumption and Scope 1 and 2 emissions have been updated due to better quality of data collection and more precise context information available.

GHG emissions were calculated for the year 2025, in line with the reporting scope of this report, and according to the GHG Protocol (WBCSD/WRI, 2004. Greenhouse Gas Protocol: a Corporate Accounting and Reporting Standard). Specifically, Scope 1 category considers the emissions generated from stationary combustion, fugitive emissions, process emissions and company vehicles (mobile combustion).

Scope 2 emissions consider the impacts derived from the electricity consumed from the grid, the energy purchased for district heating and the renewable electricity consumed in Sweden for heating of facilities and processes.

Scope 1 and Scope 2 emission factors used for the calculation of emissions are sourced from DEFRA¹⁵ (Department for Environmental, Food & Rural Affairs), from IEA (International Energy Agency) and AIB (Association of Issuing Bodies), the consolidation approach follows the operational control method, and 100% of the GWP has been applied.

For Scope 3 emissions calculation, primary data were used where available, deriving from company management systems, documentation and technical product information. For categories that cannot be directly measured along the value chain, and in the absence of primary data, estimates and approximations were applied. These were based on models using technical assumptions (e.g. for the use of sold products category), as well as proxies (e.g. the geographic location of suppliers and customers), sectoral estimates and economic-based assumptions.

More detailed information on the emissions of the different Scope 3 categories is provided in the table below. Categories “3.8 Upstream leased assets”, “3.14 Franchises” and “3.15 Investments” have been excluded by the elaboration as considered not applicable nor relevant to FASSI group activities.

¹⁵ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

CATEGORY	DESCRIPTION	DATA SOURCE	APPROACH	DATABASE
Scope 3.1 Purchased goods and services	Raw materials and components	Primary	Calculation	Ecoinvent
	Auxiliary materials	Primary	Calculation	Ecoinvent
	Packaging	Primary	Calculation	Ecoinvent
	Services	Economic (financial statements)	Spend-based	ADEME
Scope 3.2 Capital goods	Plants, machinery, buildings	Economic (financial statements)	Spend-based	ADEME
Scope 3.3 Fuel and energy related activities	Upstream energy and fuels	Primary	Calculation	Ecoinvent, IEA, DEFRA
Scope 3.4 Upstream and intercompany transportation	Supplier and intercompany transport	Primary, Secondary	Calculation, estimates	Ecoinvent

CATEGORY	DESCRIPTION	DATA SOURCE	APPROACH	DATABASE
Scope 3.5 Waste generated in operations	Hazardous and non-hazardous waste	Primary, Secondary	Calculation, estimates	Ecoinvent
Scope 3.6 Business travel	Employee business travel	Primary, Secondary	Calculation, estimates	DEFRA
Scope 3.7 Employee commuting	Home-to-work travel	Primary, Secondary	Calculation, estimates	Ecoinvent
Scope 3.9 Downstream transportation	Product distribution	Primary, Secondary	Calculation, estimates	Ecoinvent
Scope 3.10 Processing of sold products	Bodybuilder activities	Secondary	Calculation, estimates	Ecoinvent
Scope 3.11 Use of sold products	Use of cranes	Secondary	Model and assumptions	Ecoinvent
Scope 3.12 End-of-life treatment of sold products	Disposal of products and packaging	Secondary	Approximations	Ecoinvent
Scope 3.13 Downstream leased assets	Leasing to third parties	Economic	Spend-based	ADEME

Financial data are not included in this document, please refer to the 2025 consolidated financial statements for details.

The disclosures and indicators reported in the document are listed in the following GRI Content Index, with an indication of the location (paragraph) in which they are discussed. The document was not subject to independent third-party review.

For any additional information, please write to paola.panzeri@fassi.com

GRI Content index

STATEMENT OF USE FASSI Group has reported the information cited in this GRI content index for the period 1.1.2025-31.12.2025 in accordance with the GRI Standard.

GRI 1 USED GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSIONS		
			REQUIREMENTS OMITTED	REASONS	EXPLANATION
GRI 2: General Disclosure 2021	2-1 Organizational details	1.2 Industrial Footprint Methodological note			
	2-2 Entities included in the organization's sustainability reporting	Methodological note			
	2-3 Reporting period, frequency and contact point	Methodological note			
	2-4 Restatements of information	Methodological note			
	2-5 External assurance	-			
	2-6 Activities, value chain and other business relationships	1.1 Products 1.2 Industrial Footprint 1.3 Widespread global presence			
	2-7 Employees	1The Group: Group numbers 5.1 People 6.2 Social data	2-7 b.ii 2-7 b.iii 2-7 b.iv 2-7 b.v	Not available Not available	For temporary employees it is not available the breakdown for gender Full-time, part-time and not guaranteed hours employees data are not currently available
	2-8 Workers who are not employees	-			

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENTS OMITTED	OMISSIONS	
				REASONS	EXPLANATION
GRI 2: General Disclosure 2021	2-9 Governance structure and composition	1.5 Governance			
	2-10 Nomination and selection of the highest governance body	-			
	2-11 Chair of the highest governance body	1.5 Governance			
	2-12 Role of the highest governance body in overseeing the management of impacts	2.1 The Sustainability strategy			
	2-13 Delegation of responsibility for managing impacts	2.1 The Sustainability strategy			
	2-14 Role of the highest governance body in sustainability reporting	2.1 The Sustainability strategy			
	2-15 Conflicts of interest	-			
	2-16 Communication of critical concerns	1.5 Governance			
	2-17 Collective knowledge of the highest governance body	-			
	2-18 Evaluation of the performance of the highest governance body	-			
	2-19 Remuneration policies	-			
	2-20 Process to determine remuneration	-			
	2-21 Annual total compensation ratio	-			
	2-22 Statement on sustainable development strategy	Letter to stakeholders			
	2-23 Policy commitments	1.5 Governance			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSIONS		
			REQUIREMENTS OMITTED	REASONS	EXPLANATION
GRI 2: General Disclosure 2021	2-24 Embedding policy commitments	1.5 Governance 5.1 People			
	2-25 Processes to remediate negative impacts	-			
	2-26 Mechanisms for seeking advice and raising concerns	1.5 Governance			
	2-27 Compliance with laws and regulations	1.5 Governance			
	2-28 Membership associations	-			
	2-29 Approach to stakeholder engagement	-			
	2-30 Collective bargaining agreements	5.1 People	2-30 b	Information unavailable	Information about employees not covered by collective agreements are not available
	3-1 Process to determine material topics	2.2 Double materiality assessment			
	3-2 List of material topics	2.2 Double materiality assessment			
	3-3 Management of material topics	2.2 Double materiality assessment			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	1.5 Governance			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4.1 Energy	302-1 c.iii 302-1 c.iv	Not applicable	The consumption of cooling energy (c.iii) and steam (c.iv) is not applicable to the FASSI Group's operations
			302-1 d.ii 302-1 d.iii 302-1 d.iv	Not applicable	FASSI does not sell heating, steam or cooling energy

GRI STANDARD	DISCLOSURE	LOCATION	OMISSIONS		
			REQUIREMENTS OMITTED	REASONS	EXPLANATION
GRI 303: Water 2018	303-5 Water consumption	4.3 Water	303-5 b	Information not available	FASSI Group water stress areas have not been properly identified yet
			303-5 c	Not applicable	FASSI Group activities do not require significant amount of water, and no water storage initiative is currently implemented
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	4.2 Emissions Methodological note	305-1 c	Information not available	Biogenic emissions have not been calculated, as they are not included in the Scope 1 emissions calculation
	305-2 Energy indirect (Scope 2) GHG emissions	4.2 Emissions Methodological note			
	305-3 Other indirect (Scope 3) GHG emissions	4.2 Emissions	305-3 c	Information not available	Biogenic emissions have not been calculated, as they are not included in the Scope 3 emissions calculation
			305-3 e	Not applicable	2025 is the first year the Group has performed the elaboration emissions activities
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	6.2 Environmental data	305-7 a. iii 305-7 a. v 305-7 a. vii	Not applicable	The requirements does not apply to FASSI Group manufacturing processes
			305-7 c	Information not complete	Methodology is different among areas. The goal is to standardize the data collection methods in 2026
GRI 306: Waste 2020	306-3 Waste generated	4.4 Waste			
	306-4 Waste diverted from disposal	4.4 Waste			
	306-5 Waste directed to disposal	4.4 Waste			



GRI STANDARD	DISCLOSURE	LOCATION	OMISSIONS		
			REQUIREMENTS OMITTED	REASONS	EXPLANATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1 People	401-1 a-b	Information not complete	The number and rate Is not available by age group and gender
	403-1 Occupational health and safety management system	5.2 Health and Safety			
GRI 403: Occupational Health and Safety 2018			403-9 a.ii 403-9 a.iv	Information unavailable	The data is not collected with these specific requirements
	403-9 Work-related injuries	5.2 Health and Safety	403-9 b	Information not complete	The contractors' data are not disclosed
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5.1 People	404-1 a	Information not complete	The breakdown per categories and gender is not available
	404-2 Programs for upgrading employee skills and transition assistance programs	5.1 People			
	404-3 Percentage of employees receiving regular performance and career development reviews	5.1 People	404-3 a	Information not complete	The breakdown per categories and gender is not available
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1 People	405-1 a. ii 405-1 b. ii	Information not complete	The breakdown per age group is not available, and the employees' categories available are C-suites and Senior management
	405-2 Ratio of basic salary and remuneration of women to men	5.1 People			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	1.5 Governance			





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